

# SVMA NEWS



SASKATCHEWAN  
VETERINARY MEDICAL  
ASSOCIATION

NOVEMBER 2017  
VOLUME 52, ISSUE 4



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BACK YARD  
FLOCKS

## DO YOU EVER FEEL 'STUCK' IN THE CLINIC?

All Sask vets, techs and staff are invited to decompress and refresh  
with a relaxing evening of good food, good company  
and good spirits at the **Fall 2017**

# wellness — b i s t r o —

Wednesday Nov 15, 2017 7- 9 pm (ish)

USask University Club

101 Administration Place, Saskatoon

2H non-scientific CE

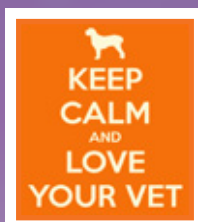
Snacks, coffee and desserts provided. Cash bar. \$30 per person.

Register at [www.svma.sk.ca](http://www.svma.sk.ca) (Visa, MC)

### FEATURED DISCUSSION:

**Strategies Practice Owners/Managers Can Use  
to Cultivate Wellness in the Clinic**

*Presented by the SVMA Wellness Committee*





NOV 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
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Inside front/back cover	\$1100	\$4000
Standard full page	\$1000	\$3600
Half page	\$525	\$2000
Quarter page	\$275	\$1000
Business card	\$150	\$500
Insertions	\$300	\$1100

**All advertising rates are subject to GST**

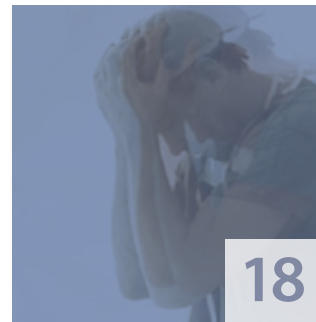
ISSUE	DEADLINE
February	Jan 6
May	April 6
August	July 6
November	Oct 5

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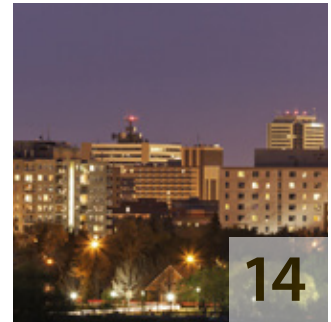
*Cover photo: Shutterstock*



COMMITTEES  
IN MOTION



COMPASSION FATIGUE  
IN VETERINARY PRACTICE



2017  
SVMA CONFERENCE



BACK YARD  
FLOCKS

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Dr Lesley Sawa

## president's perspective

September has been a whirlwind first month for me, starting off with the excellent SVMA conference and AGM. I was impressed by the presenting speakers and have already been able to use some of the information in my daily practice life. It is always a pleasure to visit with colleagues that I have not seen in a while and catch up on their family news and veterinary lives.

After the conference, I was lucky enough to be a sponsored delegate at the AAVSB conference in San Antonio. The American Association of Veterinary State Boards is the organization that sets the VTNE exam for all North American technicians and provides several other services to veterinarians in both Canada and the United States. A lot of the topics discussed revealed to me that veterinary medicine is the same in both countries and faces a lot of the same issues. Some of the topics discussed included telemedicine, the opioid crisis, out of scope practice, disaster readiness and the future of veterinary medicine. There was an interesting case presented by the College of Veterinarians of Ontario about a situation wherein the media got hold of footage, and how it ultimately affected veterinarians, the regulatory board and staff. The presentation was called "The Court of Public Opinion". Social media play a big part of all our lives and this was a good lesson on how to handle negative press and media exposure in general.

The SVMA continues its commitment to prudent antimicrobial use. Having Dr John Prescott speak at the conference revealed just how much further we have to go to deal with this very dangerous health issue. A new one-hour followup CE video has just been released by Bellamy Studios on the subject, called "Antimicrobial Resistance: A Practitioner's

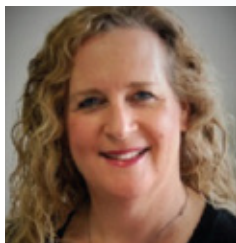
Perspective". The video explores best AMS practices used by existing Saskatchewan veterinarians in their clinics. My own clinic is developing guidelines to help us navigate this issue and hopefully help us to be part of the solution through prudent use of antimicrobials and client and staff education. Watch the video on the SVMA website and get some continuing education. It is a well put together overview and makes some excellent points. In addition to the two hourlong CE videos now available, our Association is doing a great job addressing this subject with veterinarians, producers and the public, but this will be an ongoing process for years to come.

Team North, the outreach group I work with, travelled to La Loche again this October for another spay/neuter clinic in this remote community. The positive response of the community members and the changes to the way they approach dog overpopulation and caring for their pets has been heart-warming to see over the years.

This has already proved to be a very exciting year for me. Traveling and meeting new colleagues across the country has been great. I have gotten to discuss many of the issues that are facing veterinary medicine and this has allowed me to share my voice and opinions on many subjects. I have thoroughly enjoyed my first two years on SVMA Council. I have learned so much about many facets of our profession that a Saskatchewan veterinarian just wouldn't otherwise think about day to day in their practice life. I would strongly recommend that each of you considers sitting on Council or a committee so that we can all have a voice in shaping the direction of our profession.

I look forward to meeting more of you through the year. Enjoy this beautiful Fall weather. 🍁

## VOTING MEMBERS OF COUNCIL



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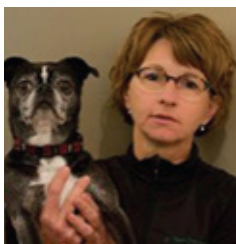


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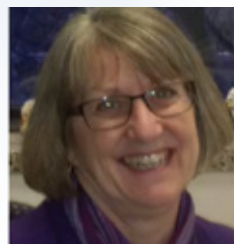
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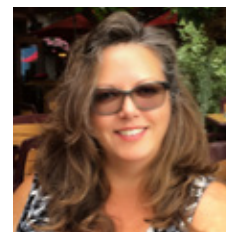
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Dr Wendy Wilkins  
Surveillance Veterinarian

## Update on Veterinary Drug Directorate's Changes to Veterinary Antimicrobial Access

Last fall, we reported on the Veterinary Drug Directorate's (VDD) proposed regulatory and policy changes for improving oversight of veterinary antibiotics. At that time, all indications were that these changes would be put in place by the fall of 2017. While that has held true for the regulatory changes, final implementation of other changes has been delayed to December 2018. The dates for the various changes are:

**1.** Increasing oversight on importation of veterinary drugs (Own Use Importation) comes in to force on November 13, 2017.

- This applies to ALL veterinary drugs, not just antibiotics.
- Pesticides and vaccines are not considered "drugs" and are not included.
- VDD is working with stakeholders to establish a "List B" of veterinary drugs, which specifies certain products that will be allowed to be imported for your own use, without a prescription. Stakeholders can apply to VDD to have a product added to the list. There are certain parameters that must be met before a product can be added to the list:

- i. The drug cannot be prescription status for veterinary use in Canada;*
- ii. The drug is in final dosage form and within commercial packaging;*
- iii. The drug is not a medicated premix;*
- iv. The drug is not a medically important antimicrobial on List A: List of Certain Antimicrobial Active Pharmaceutical Ingredients;*
- v. The drug is approved by a recognized foreign regulator;*
- vi. The drug has established Maximum Residue Limits (MRLs) in Canada;*

*vii. There is a comparable drug approved in Canada with a Drug Identification Number (DIN);*

*viii. There are no unresolved safety issues with the drug or the comparable Canadian drug.*

**2.** Increasing oversight on use of active pharmaceutical ingredients (API): comes in to force on November 13, 2017.

- Veterinarians and pharmacists will be required to have Establishment Licenses (EL) & good management practices (GMP) approved in order to use API of commercially available medically important antimicrobial (MIA) products they use.
- Pharmacists will be exempt from EL requirements for non-commercially available products.

**3.** Mandatory reporting of sales volume from manufacturers and importers to support antimicrobial use surveillance: comes into force on January 1, 2018.

- Manufacturers and importers of MIAs will be required to report the sales of all MIAs from January 1, 2018 forward.

**4.** Removal of label growth promotion claims: comes in to force December, 2018.

- Pharmaceutical companies are voluntarily removing growth promotion claims from the labels of all MIA products.
- The initial target for removal of these claims was January 1, 2017, to coincide with parallel changes in the United States; however, label updates, federal approval of label changes, and distribution of products with the new labels is not quickly done. Thus, this

label change was delayed so that it would occur along with label changes that are needed when all MIAs are moved to the prescription drug list.

**5.** Moving all MIAs to the prescription drug list: comes in to force December, 2018.

- All MIAs in all dosage forms are included, whether given in-feed, in-water, or by injection or orally.
- All in-feed MIAs will be included in the Compendium of Medicating Ingredients Brochures (CMIB) with a requirement for a prescription prior to sale.
- There will be a transition period, starting February 2018, during which pharmaceutical companies will submit their revised labels to VDD for approval and start distributing products with a prescription only label. There may be some confusion amongst clients during this time, as some retail outlets have stated that they will cease stocking what are currently over-the-counter antibiotics starting in February, while others have stated that they will continue to carry them until December 2018. The latter may result in some products with a prescription-only label being available over-the-counter until the December 2018 deadline.

There are still some unresolved issues around these changes, and the VDD continues to work with stakeholders to find solutions. Nevertheless, there are certain to be some "growing pains" until the new reality becomes the norm.

If you have questions about the upcoming changes, please contact Dr Wendy Wilkins at 306-798-0253. 📞



# DOWN TO THE WIRE

All SVMA members interested in having our own Group Health Insurance and Benefits Plan need to enrol by November 30, 2017.

If you are "IN" for the GHP, the time to enrol is now.

**Independently practising DVMs**

**RVTs**

**Non-practising members**

## Enrolment forms must be returned to the SVMA office by November 30, 2017

to be counted in the final calculation that determines whether the plan will go ahead. Once they are tallied up, we will either:

**A) confirm a GHP coverage start date of January 01, 2018**  
and provide pre-authorized payment/EFT forms to participants

**OR**

**B) terminate the GHP proposal entirely.**

If you are an employed DVM or RVT, you may not know if you are supposed to enrol as an individual or as a clinic employee. Here's what to do: If you know for sure your clinic is signing up, you don't have to do it separately. If you aren't sure what your clinic is doing, please fill out an individual enrolment form and send it in by November 30. The SVMA office is tracking all enrolment forms- if your clinic signs up, your 'individual' enrolment form will be destroyed.

Either way, you will be obtaining optimum coverage as a member of our large group of 1200+ vets, techs and clinic employees, and here's another plus: if your clinic ever discontinues its practice coverage through the GHP for any reason, you are still eligible as an SVMA member and your coverage would be easily switched over to 'individual' with a simple notification. As long as you are an SVMA member, we have your back.

We expect to have enough enrolment to get the green light on the GHP. However, if our projections are wrong and enrolment in the GHP doesn't turn out to be adequate to run the plan, the option period of the GHP proposal will be over. In that case, all GHP enrolment forms will be destroyed. ❌

## SVMA Group Health Plan

Health insurance and benefits for our members, clinic staff and families at better 'pooled' rates.



**If you want the GHP to happen, you need to enrol, now.**

### QUESTIONS?

Call us anytime at the SVMA office - we're happy to help!



## registrar's desk

**Judy Currie, DVM**  
Registrar, secretary/treasurer  
306.955.7863  
jacurrie@svma.sk.ca

The Veterinarians Act, 1987 (the Act) defines "veterinary medicine" in section 2(l).

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

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

*(ii) administering a drug, medicine, appliance or other application or treatment of whatever nature for the prevention or treatment of bodily injury or disease of animals except where the drug, medicine, appliance or application or treatment is administered by some other person at the direction and under the direct supervision of a member;*

Section 2(l)(i) sets out the responsibilities of the licenced veterinarian. Section 2(l)(ii) allows the licenced veterinarian to delegate to another person tasks which assist the veterinarian in the practice of veterinary medicine.

Further, with respect to duties that can be delegated in this way; as stated in SVMA Bylaw 31.13, only SVMA members veterinarians are permitted to perform tasks which meet the definition of "veterinary medicine".

**31.13** *Members shall not allow medical or surgical acts to be performed by employees within their practice, with the exception of registered veterinary technologists and students acting under proper professional control and supervision.*

The title 'veterinary technologist' when used in the Act and the SVMA Bylaws refers only to SVMA member veterinary technologists who have met clearly defined credentials in order to be eligible for registration. Such SVMA member veterinary technologists are referred to as registered veterinary technologists (RVTs). In order to become registered to assist in the practice of veterinary medicine, a veterinary technologist must meet the

following criteria as stated in section 2 of The Veterinarians Act, 1987:

*2(m) "veterinary technologist" means a person:*

*(i) who holds a certificate or document indicating that he or she has completed a course of formal study or training approved by the association;*

*(ii) whose name has been entered by the registrar on the current register of veterinary technologists; and*

*(iii) who, under the direction or supervision of a member named by the association, is permitted to perform the technical procedures set out in the Bylaws of the Association.*

Before delegating duties to another person, a licenced SVMA veterinarian must be certain the person to whom they are delegating tasks which fall under the definition of 'veterinary medicine' is an SVMA registered veterinary technologist, registered student or another licenced member veterinarian. All students attending either the WCVM or Sask Polytechnic in Saskatoon are registered with the SVMA. The outcome of treatments performed by any clinic or hospital staff or students to whom a licenced SVMA veterinarian has delegated such tasks is the responsibility of the delegating veterinarian.

All licenced SVMA veterinarians, registered veterinary technologists and students have a duty to comply with all provisions of the Act and with the Bylaws.

*15 Members and students shall comply with the provisions of this Act and the Bylaws.*

The following bylaw was passed at the SVMA AGM on September 8, 2017:

**23.3** *1. A veterinary technologist shall not;*

- a) make a diagnosis or*
- b) determine any course of treatment.*

*2. A veterinary technologist may, under the direction and supervision of a licensed member, assist in the practice of veterinary*

*medicine by administering;*

- a) a drug,*
- b) a medicine,*
- c) an appliance or*
- d) other application*

*for the treatment or prevention of bodily injury or disease of animals.*

*3. A veterinary technologist under the direct and immediate supervision of a veterinarian may assist with surgery and dentistry.*

The intent of this bylaw is to clarify how an RVT can assist with the practice of veterinary medicine. Both the licenced veterinarian and the RVT have a responsibility to the patient and to the client. Providing the 'best possible veterinary care' requires training and experience.

**31.14** *It is the responsibility of each member to provide his patient with the best possible veterinary care.*

Individuals to whom duties have been delegated that involve assisting in the practice of veterinary medicine must have the training and experience needed to perform those tasks. It is the duty of the delegating licenced veterinarian to either supervise the delegated treatment directly or be certain the RVT or the student has the knowledge and skill necessary to do the job competently, unsupervised. Equally, it is the responsibility of the RVT or student to make the veterinarian aware should they not feel confident or comfortable in performing any tasks that have been delegated to them. As well, the student or RVT must be permitted the opportunity for further training should they request such.

It is the responsibility of all licenced and registered members to be aware of and understand both The Veterinarians Act, 1987 and the current Bylaws. If anyone is unclear about meaning or interpretation please feel free to call or email me at the SVMA office any time. I can be reached at 306.955.7863 or jacurrie@svma.sk.ca. 🐾

# INTRODUCING

## New preceptorship program for 3RD YEAR WCVN STUDENTS

**R**ural large animal and mixed animal veterinary practices face challenges hiring and retaining qualified veterinarians on a regular basis. In addition, many retiring rural veterinarians are unable to find a successor, forcing practices to close. The result is an ongoing deficit in the supply of veterinarians in outlying areas where large animal care is needed.

In 2003, with the aim of increasing the supply of large and mixed animal veterinarians in rural Saskatchewan, SVMA and the Ministry of Agriculture established an annual fund to subsidize the wages of first and second year veterinary students from the Western College of Veterinary Medicine who undergo summer mentorships with rural practices, thereby exposing and attracting new veterinarians to rural practice here in Saskatchewan. With an 80% success rate, the program has shown a proven return on investment.

The SVMA sees great potential in expanding this work placement concept to offer third year WCVN students opportunities to intern and to plant roots in rural Saskatchewan just as they are transitioning to practice through a new Preceptorship Program that features partnership with livestock producers. We know that livestock farmers

count on large animal veterinarians to care for their herds and provide expert guidance to achieve the best quality, health and reproductive outcomes. We feel that having enough large and mixed animal veterinarians in Saskatchewan is a clear need for the livestock industry, and anticipate that inviting livestock producers to contribute to an endowment fund in support of a Preceptorship Program will have a good likelihood of success.

The summer of 2018 will be the pilot year for the Preceptorship Program (PP) and will provide \$10,000 each to five (5) to Saskatchewan veterinary students who have finished their third year at WCVN. The formula for wage subsidies will be 35% from SVMA, 35% from the hiring clinic and 30% from the Preceptorship Program contributor fund. We expect interest from rural clinics to be high, but are limiting the 2018 number to a conservative 5 in order to evaluate the program.

The application process for the PP will be a bit different from the existing Student Summer Mentorship Program. With the SSMP, first and second year WCVN students must seek out a rural large or mixed practice to mentor them for 14 weeks over the summer. Once the clinic has agreed to

take the student (through the program) the clinic only needs to sign a mentorship agreement with the student and their part is done.

The Preceptorship program will have different requirements. Clinics and 3rd year students will apply separately. Clinics must be rural, large or mixed practices and will be ranked by location in terms of urgency of need for veterinary service in their area. Clinics need not have a student lined up in advance, but will be matched up with a student by the program.

Finally, the Preceptorship Program will have different expectations of the mentoring practice. Third year PP students will be more proficient and able to undertake more aspects of veterinary medicine than their greener counterparts. PP students will be expected to do more in the clinic and be directly supervised in doing so. Such a partnership will be of great benefit to both the student and the practice.

There will only be five (5) 3rd year summer Preceptorships in 2018. The due date for applications by both clinics and 3rd year students will be December 31, 2017. Please go to [www.svma.sk.ca](http://www.svma.sk.ca) for clinic and student application forms. 📄

**The SVMA is now inviting contributors who would like an opportunity to invest in the future of young veterinarians in rural Saskatchewan. This fund is not intended to be an advertising tool, as every contribution is important. For this reason, we plan to publicize the list of contributors as a group, regardless of the amount of money given by each. In future years, we hope to see the Preceptorship Program Fund become an endowment, to ensure the program continues long-term.**



**Sue Gauthier**  
Communications and  
Members Services Coordinator

# COMMITTEES IN MOTION

Professional association membership is not a spectator sport. Self-regulating professions require member involvement to run them in a fashion reflective of the views and interests of the members. Saskatchewan veterinarians are constantly on the go, not only in their practices but on SVMA committees. Here are annual updates from the chairs of your legislated and advisory committees.

## LEGISLATED COMMITTEES

SVMA's legislated committees, Professional Conduct and Discipline, are guided by their mandate of public protection along with addressing your concerns. Here are updates from PCC and DC chairs about their committee activities in 2016-17:

### PROFESSIONAL CONDUCT COMMITTEE

**Dr Lina Johannson, chair**

[Lina.Johannson@inspection.gc.ca](mailto:Lina.Johannson@inspection.gc.ca)

As one of the legislated committees of the Association, the Professional Conduct Committee (PCC) has been active in the past year. The Committee's primary mandate is to investigate complaints made against Association members and make recommendations whether or not the complaint should proceed to a full discipline hearing.

As always, the cases presented for investigation have represented a wide range of situations, species and practice types. In 2016 the PCC was presented with a total of eleven cases involving veterinarians. Of these, nine were not referred to the DC, while two were referred to the DC for a hearing. For the cases referred to the DC, one has been heard and the penalty is in process, and the other is pending a hearing. The PCC was also involved in a complaint against a

Registered Veterinary Technologist; this was not referred to the DC.

In 2017, to date, there have been a total of seven complaints against SK veterinarians – three of these cases were investigated and not referred for a DC hearing while four of the cases remain open and under investigation by the Committee at the time of this writing.

Present members of the Professional Conduct Committee include Drs John Ayres, Tania Baker, Melanie Roth, Brad Scandrett, Jelal Bikey, Chris Luby, Natalie Preikschat, Wendy Nugent, and myself as chair. As usual, their perseverance, attention to detail and common sense are the essentials to the successful completion of the Committee's duties.

### DISCIPLINE COMMITTEE

**Dr Al Theede, chair**

[d.alan.theede@gmail.com](mailto:d.alan.theede@gmail.com)

There was one Professional Conduct Committee (PCC) case referred to the Discipline Committee (DC) during this past Annual Reporting cycle. A Discipline Committee (DC) Hearing was held for Case #2016-06. The DC found a SVMA member to be in contravention of sections of the SVMA Practice Standards, SVMA bylaws, The Veterinarians Act, 1987 and the Narcotic Control Regulations. The details of this and previous DC decisions are available on the SVMA website.



The SVMA Discipline Committee members are: Jo-Anne Wolan (Public Member), Rich Burton (Public Member), Drs Barb Eatock, Al Choquer, Greg Harasen, Ed McCall, Don Wyand, Wanda Mann and Al Theede. The veterinary members extend a special thanks to the public members of the Discipline Committee for their dedication, hard work, insight, experience and support of our profession.

## ADVISORY COMMITTEES

Your colleagues on SVMA advisory committees continue to be active on your behalf. Events, articles and initiatives that make a real impact on the SK veterinary profession continue to emerge from these prolific groups.

### ANIMAL WELFARE COMMITTEE

**Dr Dennis Will, chair**  
md.will@sasktel.net

The Animal Welfare Committee's current members include Anne Allen, Kaley Pugh, Frances Wach, Patricia Cameron, Erin Wasson, Bridget Grey, Karen Machin, Yolande Seddon, Karen Schwean-Lardner and Laura Rounding. New members Chris Gavicherla and Leo Perlinger join us this fall. Thank you to Bob Hope, Brittany Wiese and WCVN student representative Julia Wyatt who have stepped down in 2017.

2016-17 was a very busy year for the Animal Welfare Committee. The 'Conversation About Animal Welfare in Saskatchewan' tour was made with veterinarians and RVTs in five centres around the province. The exchange and participation was very good. There were veterinarians from Alberta and Manitoba in attendance as well. The feedback from Veterinarians and RVTs was very positive and supportive. There were some obvious areas of need pertaining to animal welfare and member wellness. The dialogue leads were Anne Allen, Kaley Pugh and Dennis Will. The connection with and involvement of all the participants was great to see.

There was so much interest and a demonstrable need for greater information that it

has been decided to undertake a follow up 'Conversation about Animal Welfare' 2018 CE tour. The dialogue leads for 2018 will be Kaley Pugh, Yolande Seddon and Dennis Will. The committee would like to thank Anne Allen for her knowledgeable and invigorating presentations in 2017. She was a tremendous asset to the conversation and an essential element to its success.

The dialogue with veterinarians identified a real need for an animal welfare support system for members and a subcommittee has been struck to explore options for veterinary support in conjunction with the Wellness Committee. The 'Conversation' with our members also identified a need for developing a WCVN curriculum outline for Animal Welfare and Veterinary Wellness. Fortunately, Erin Wasson and Jordan Woodsworth from WCVN were already at work developing a forensic animal welfare course that will address wellness, law and strategies.

The Province of Saskatchewan is undertaking a review of the Animal Protection Act. The objective of the proposed changes is to ensure animals are treated humanely through education, training and enforcement of effective legislation. The Province asked for stakeholder input and feedback from the SVMA and the Animal Welfare Committee was shared. Included in the proposed changes is mandatory reporting, which would bring Saskatchewan into line with the requirements in most of the other Canadian Provinces, many states in the USA and countries in Europe.

An animal abuse response schematic has been developed that is quite generic, includes deficiencies associated with all aspects of food and companion animal industry and contains a list of paraprofessionals and contact information. This schematic will be shared once it is finalized.

The SaskVets website has been updated with a lot of new and interesting information about animal welfare. There has been a lot of on-line interest. Social media messaging also communicates animal welfare information to the public on a continuous basis.

Finally, SVMA News articles relating to animal welfare over the past year included:

### **When suspicious of animal abuse... to report or not to report?**

*Dr Judy Currie, Aug 2016*

### **Ethics Column: An APO brings an animal in for euthanasia. What do you do?**

*Dr Karen Machin; Kaley Pugh, APSS, Aug 2016*

### **Animal Rescue in Fire**

**-Damaged Fort McMurray**

*Lorraine Serhienko, RVT; Aug 2016*

### **Ten Things People Sometimes Don't Realize Are Cruel to Animals**

*Kaley Pugh, APSS; Nov 2016*

### **Ethics Column: Dealing with Evident Abuse**

*Dr Dennis Will; Nov 2016*

### **Suspect animal abuse or neglect?**

**Veterinarians have an ethical duty to act.**

*Animal Welfare Committee; Feb 2017*

### **Danger to Animals: A Barrier to People Leaving Abusing Relationships**

*Leanne Sillers, Saskatchewan SPCA; May 2017*

### **Animal Safekeeping Program in Development**

*From SSPCA website; May 2017*

### **Domestic violence: concerned about your client and want to help?**

*Erin Wasson, WCVN; May 2017*

Please feel free to contact the chair or members of the Animal Welfare Committee if there are animal welfare issues that you wish to discuss, or feel should be addressed.

### COMMUNITY RELATIONS

**Dr Katina Stewart, chair**  
katinastewart@gmail.com

This committee steers the shape of communication and relationships the Association has with the Saskatchewan public. Social media, advertorials and other printed media are put to work to advance the public profile of the veterinary profession in Saskatchewan. SaskVets.ca ("Your Source for Animal Health Information in Saskatchewan") offers a wide array of videos, articles and links. As the 'public face' of the SVMA, SaskVets (website, Facebook, Instagram, Twitter, Google+) is the vehicle for all kinds of fun and informational messaging on a daily basis.

The office staff has been doing such great work with social media that SVMA ended its contract with Wow Factor at the end of 2016. Wow Factor originally helped us develop social media strategies until we had our feet on the ground in that area, and now the office is carrying out all social media messaging on their own. Data are showing that public reach and interest are steadily growing, and our social media numbers (likes and shares) are among the highest in the country.

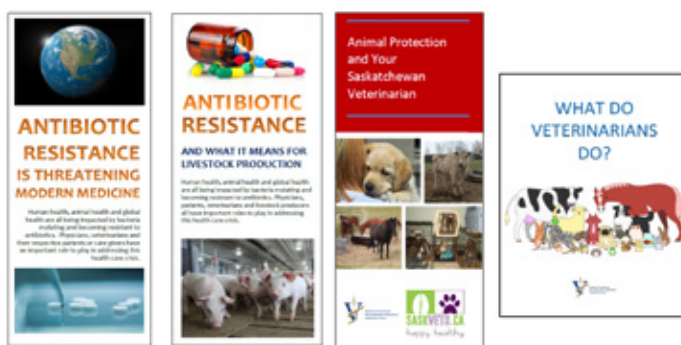
We endeavour to keep up to date with information resources available to the public. The office staff have created some new printed materials for clinic waiting rooms and other public venues. Recent materials for the public include:

- A broad introduction to antimicrobial resistance,
- how antibiotics being added to Canada's Prescription Drug List will affect livestock producers, and
- a comprehensive look at different forms of animal abuse
- A colouring/activity book for children.

The pamphlets and colouring books are available from the SVMA office. All clinics are invited to contact us to order a supply for your waiting room, or pdfs can be downloaded and printed.

Members can download the newest Doggone Safe 'Be a Tree' program for free from our website for presentations to elementary schools and other children's groups. We have 'Be a Tree' program posters that can be borrowed from the office as well. SAVT members are given CE credits for presenting these informative dog bite prevention sessions.

SaskVets are meeting with the public and answering questions about the Saskatchewan veterinary profession at events like Saskatoon Pets in the Park, Regina Humane Society's Dog



Jog, Vetavision and Agribition. Members are encouraged to come out and chat with the public about veterinary services and animal health concerns like the ones above at local events in your area.

### UPDATE:

At its October 19th meeting, Council voted to put the Community Relations Committee on hiatus. The reason for this is that so much of what the office staff now does on its own focuses on community relations that continuing to have a formal committee for that specific purpose has become redundant in the sense that it is not a really beneficial use of committee members' valuable time. The office staff will still take direction from Council in this area as they do in all matters.

(Of course, comments and suggestions from members are still, and will always be, welcome.) Council wishes to thank CRC members Bob Bellamy, Colette Neudorf, Lisa Rymes, Fabienne Uehlinger and chair Dr Katina Stewart for their involvement, their contributions to social media messaging, events and public materials, and their support of Association concerns and priorities.

### CONTINUING EDUCATION

**Dr Kent Weir, chair**  
kentdweir@gmail.com

This year marks the tenth anniversary of my graduation from the WCVN, and I actually feel like I'm finally getting a handle

on the art of veterinary medicine, until some student comes and tells me "they don't teach us like that anymore". A huge part of that I can honestly say has been because of the practical CE that the SVMA has been offering over the years.

I am so proud of what we have to offer here in Saskatchewan, and the attendees to our conference from other provinces and the US go to show that we have something really good going on here. I have really enjoyed being part of this great group of people who take their roles so seriously. I would like to take this space to thank Brian Gibbs, Katina Stewart, Aimee Hayden, Kathy Linn and Vivienne Jones for their hard work but even more so their genuine care and consideration in speaker and topic choices. I'd also like to specifically thank Brian for his hard work on this committee for many years. His broad depth of knowledge and interest is encouraging to a somewhat young vet like myself. I'd also like to thank Sue Gauthier for her very hard work with this conference, her help and let's be honest-prodding is very welcome!

Our regional CE series this past year was 'A Conversation About Animal Welfare in Saskatchewan'. There were 90 attendees in 5 locations- Saskatoon, Prince Albert, Swift Current, Estevan and Yorkton. The goal of regional CE is supposed to be to have events that are directed to the rural mixed animal practitioner in a location where this type of education isn't readily available.

We plan to continue the 'Conversation About Animal Welfare' series while still offering a scientific series in the four main corners of the province.

The recent annual convention in Regina was a roaring success. We continue to make the focus of our conference practicality and affordability. We want you to learn something today and be able to take it home Monday and put it into practice. We really want this to be YOUR conference and YOUR regional CE. As always, we love to hear your feedback as well as suggestions for future topics and speakers. Thanks for your continued support and for striving to be the best veterinarians you can be.

### LEGISLATION

**Dr Tracy Fisher, chair**  
sturm1@sasktel.net

The Legislation committee had only one action item over the last year and it was the proposal for the clarification of the duties of Registered Veterinary Technologists for dental procedures. That was presented and passed at the AGM. Members: Drs Tracy Fisher (chair), Judy Currie (registrar), Stephen Manning, Andy Acton.

### PRACTICE ECONOMICS

**Dr Bob Bellamy, chair**  
b.bellamy@sasktel.net

The Practice Economics Committee continues to work with the CVMA Business Management Advisory Group. The committee jointly promotes the yearly economic surveys. The data collected is used to generate the following reports:

- Yearly- Suggested Fee Guides
- Yearly- Associate Veterinarian Compensation and Benefits Reports
- Yearly- Non-DVM Wage Reports
- Yearly- Summary Saskatchewan Economic Report
- Yearly- Individual Practice Reports

Suggested Fee Guides and other reports are mailed by the SVMA. Reports can also be found on both the SVMA and CVMA websites. Viewing the Economic Hub on the CVMA website allows comparison of all Provincial Reports. (<http://canadianveterinarians.net/national-economic-report-hub.aspx>)

The Committee meets each November to comprehensively review the previous year's Suggested Fee Guide looking for fees that could be considered outliers. Members are encouraged to contact any committee member with fees that they consider in need of adjustment.

### PRACTICE STANDARDS

**Dr Brie Hamblin, chair**  
[bhamblin@reginahumane.ca](mailto:bhamblin@reginahumane.ca)

This past year was once again a busy one for the Practice Standards Committee (PSC). The new Practice Standards have been willingly implemented by most practices. Problem areas continue to be highlighted by members and our practice inspectors Darlene Tingved and Orest Bobowski continue to be very diligent in their inspections. The PSC thanks them for their hard work and professionalism in their duties, and willingness to provide us with feedback.

The PSC has spent the past year working on revising the standards to make them more reasonable and practical. The PSC has also established a task force to review the standards for remote spay and neuter clinics. We have also investigated event-based sterility and embryo transfer facility guidelines. We have also been reviewing a new bylaw regarding the immediate closure of a clinic and reasonable actions to undertake in that event. The PSC has also spent considerable time on complaints cases involving practice standards deficiencies.

Thank you to all of the PSC members for their continued hard work: Drs Lois Herperger,



## COUNCIL STRIKES NEW ETHICS COMMITTEE

**A**t its regular meeting on October 19th, Council voted to strike an Ethics committee. There is quite a bit of discussion on other committees that crosses into the realm of ethics, so much so that a committee devoted to the discussion of veterinary ethics would be of great potential benefit for the Professional Conduct and Animal Welfare Committees, among others. In striking an Ethics Committee, Council decided that members must be appointed. Stay tuned for news on the Ethics Committee as it develops.

Mike Evenson, Altina Wickstrom, Cemaine Tsang, Vivienne Jones, Henry McCarthy, Angela Oranchuk, Adewole Adeniran and Sylvia Wiebe. Also, a big thank you to the SVMA staff for putting so much time and care into this important program.

### PROFESSIONAL WELLNESS

**Dr Katelyn McIntyre**  
[kmm452@mail.usask.ca](mailto:kmm452@mail.usask.ca)

I'll start by talking about the kinds of things the Wellness Committee does to help keep its professional brothers and sisters afloat. Knowing that professional connection and sharing are always beneficial, evening wellness events in Regina and Saskatoon continue. The Spring Wellness Bistro at Crave in Regina helped area vet clinic staff out of their daily routines to blow off some stress in a relaxing venue with colleagues, nice food, desserts and cocktails. The other great thing about Wellness Bistros is that they offer non-scientific CE. Drs Lesley Sawa and Tracy Fisher led a great chat session about strategies for maintaining wellness and balance in the clin-

ic. Thank you to all the Regina Bistro attendees for sharing your strategies and great stories! The next Wellness Bistro takes place Wednesday November 15th at the U Sask University Club in Saskatoon, where wellness strategies in-clinic will again be discussed. Registration is OPEN for this event. Visit the Wellness page at [www.svma.sk.ca](http://www.svma.sk.ca) for details or to register.

This past June, we held another Vet Team Family Day on a beautiful Sunday in Wascana Park. The lakefront setting was idyllic, the weather spectacular and the people smiling. 4K and 10K furry fun runs kicked off the sunny day activities.

The BBQ sizzled, the kids had a blast and vets and techs duked it out for supremacy in the fun 'vets vs techs' skill relay. It was very close but the vets pulled out the win in the end. Still, it looks like a future rematch is in the cards. It was a great outing for all human and canine attendees, and we will definitely put together some fun outdoor gatherings like it in other parts of the province in the future.

Future wellness retreats are in the planning stages and articles exploring wellness issues continue to be featured in SVMA News on a regular basis. The SVMA website has a full Professional Wellness section now, loaded with articles and resources exploring and supporting veterinary health and wellbeing.

## COMMITTEE CONNECTIONS

As coordinator of much of what your committees do, I have the opportunity to notice overlap when it happens. Many areas trod into by committee members don't fall discreetly into separate committee territory. The best example I can offer is this: it's amazing how closely tied together animal welfare and wellness seem to be. It's become very apparent to me personally that animal cruelty affects us all and causes pain as deeply as child cruelty does. When innocents are mistreated, we all suffer, and whenever animal cruelty comes up, human wellness issues are not far behind. Animal mistreatment comes from unwell people, and causes the cycle of emotional illness to continue.

The silver lining here is that this understanding can help nurture the culture of animal welfare in our province. When we are all aware of the importance of the lines separating acceptable from unacceptable, when clear protocols are in place for dealing with such cases, and when the veterinary profession and society are both onside in recognizing the vital role played by veterinary professionals as guardians of good animal care and humane treatment, the overall wellness of the profession improves.

Last year's 'Conversation About Animal Welfare in Saskatchewan' CE series, a next-level

*continues on page 16*

# 2017 SVMA CONFERENCE

The 2017 SVMA Conference, AGM and Trade Show took Regina by storm in September with another successful Association event, bringing over 150 attendees, 40 industry partners and 14 local and international guest speakers together at the Delta Regina Hotel for three days of great professional development.



*Outgoing Council President Dr Charlotte Williams passes the gavel to incoming President Dr Lesley Sawa.*



*Dr Anne Allen, recipient of the Communications and Public Relations Award, and Dr Dennis Will, recipient of the Meritorious Service award.*

**T**he conference kicked off with the Annual General Meeting and Members' Forum Lunch. Afternoon plenary sessions with Phil Arkow and Dr John Prescott addressed important and timely concerns around animal welfare and antimicrobial resistance, respectively. Finally, 'Association Day' was capped off by the annual Awards Night Banquet. Festivities included the traditional passing of the ceremonial gavel from outgoing council president Dr Charlotte Williams to new president Dr Lesley Sawa. Cocktails and a fierce trivia challenge kept attendees laughing (it turned into a real intellectual throw down!) New Life members and retiring committee members were honoured, and once again, emcee Dr Kent Weir stole the show! Our congratulations to the following new Life members:

#### 25 YEAR LIFE MEMBERS

**Dr Judith Janzen**  
**Dr Kenneth Kilpatrick**

#### 35 YEAR LIFE MEMBERS

**Dr Anne Kernalleguen**  
**Dr Don Wilson**

#### 40 YEAR LIFE MEMBERS

**Dr Ken Habermehl**  
**Dr Phil Murray**  
**Dr Eldon Pederson**  
**Dr Ray Peno**  
**Dr Kenn Wood**

**NEW LIFE MEMBERS not present** included Janusz Tarkowski, Don Miller, Richard Omer and Philippe Bourque.



*Dr Andrea Petruka, recipient of the Mentorship/Leadership Award.*

Recognizing member excellence is a valued SVMA tradition. The SVMA congratulates the following deserving recipients of its Awards of Distinction for 2017:

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. This year it was presented to Dr Anne Allen, who broke new ground this past year in moving the culture of animal protection forward in Saskatchewan.

The **MENTORSHIP/LEADERSHIP** award was inaugurated in 2014 to recognize an SVMA member who makes an outstanding contribution as a leader or mentor in our profession. This year's Mentorship/ Leadership

Award was presented to Dr Andrea Petruka, who has distinguished herself through her mentorship of numerous graduates as they transition into practice. Dr Petruka was nominated, and presented her award, by Dr Katelyn McIntyre.

The **TECHNOLOGIST OF THE YEAR** award recognizes outstanding contributions to the field of veterinary technology by an SVMA registered vet tech. Cynthia Koreluik, RVT was celebrated for her excellence in technical work as well as her giving nature, both in her clinic and in her community.

SVMA's **MERITORIOUS SERVICE** award is presented to a member who makes an outstanding contribution to the public, their community or the province of Saskatchewan. Dr Dennis Will has been working for change in the area of animal welfare for some years through



*Dr Cheryl Bellamy, recipient of the SVMA's highest annual honour, the J.J. Murison Distinguished Veterinarian award.*

his job with the Canadian Food Inspection Agency, on numerous provincial committees and lately as chair of SVMA's Animal Welfare Committee. Dennis is a force to be reckoned with, because he is so authentically and passionately committed to seeing the treatment of animals improve in Saskatchewan and nationwide.

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. This year's J.J. Murison Distinguished Veterinarian award was presented to Dr Cheryl Bellamy in recognition of her outstanding service to the Association during her enthusiastic and proactive term as Council president, her exemplary work with antimicrobial stewardship and her ongoing contributions to veterinary wellness in Saskatchewan.

Of course, great continuing education is the core of any successful conference, and our 2017 lineup of speakers did not disappoint. The SVMA Conference LA and CA programs continue to be designed with both excellence and practicality in mind. Topics of daily benefit to practitioners in their clinics were featured. Respiratory concerns in small animals, emergency care for exotic species, health and zoonotic safety concerns with small poultry flocks, cattle stockmanship and dermatological troubleshooting were just some of the topics addressed by our distinguished speakers from both home and afar. Proceedings for all 2017 CE sessions are currently available for download from the SVMA website. Finally, thanks once again to all



*Cynthia Koreluik, recipient of the 2017 SVMA Technologist of the Year Award.*

*continues on page 16*



*Guest speaker Dr Jamie Morrisey with Dr Kathy Linn (pre-waterslide)*

## 2017 SVMA CONFERENCE continued

of our industry partners whose generous support makes our conferences possible. The annual trade show drew the crowd for lots of great contact and conversation. New industry products were unveiled, and several great prizes were nabbed as well. Congratulations to Susan Thiessen who won \$500 Cash from the GHP booth, Dr Jamie Tudor for winning the \$500 grand prize in the exhibit

hall round-up and to Dr Chantel Steel who nabbed a free full registration for the 2018 SVMA conference.

SVMA and the Continuing Education committee members take great pride in offering a full year's worth of RACE approved CE hours to our Saskatchewan veterinarians and visitors each year, and thank attendees for their speaker and topic suggestions as we move forward with planning for next year's CE program and another great conference weekend. Join us next September 6-9 for the 2018 SVMA conference, AGM and trade show, as the Saskatchewan veterinary profession celebrates its 110th anniversary at a beautiful new location right on the Saskatoon riverfront, the Sheraton Cavalier Hotel. 🐾



*Dr Victoria Bowes speaking on safety and zoonosis in backyard poultry flocks.*



*Dr Jayne Takahashi, Dr Kent Weir and an artistic array of delectable desserts at the ever-popular Wellness Café.*



## COMMITTEES IN MOTION continued

*continue from page 13*

program of knowledge and personal experience, proved incredibly valuable in opening doorways for colleagues to discuss difficult issues around animal cruelty. Participants universally raved about the content, the speakers, and the relief they felt having a way opened up for them to acknowledge and discuss existing problems with animal cruelty and their feelings resulting from regular exposure to it. Real life cases of abuse were discussed in depth and concrete decision models for dealing with them were laid out. Our sincer-

est thanks go out to Drs Dennis Will, Anne Allen and Kaley Pugh from the AWC for their heartfelt dedication to moving animal welfare forward in our province. Their genuine humanity helped open many peoples' eyes and hearts to their discomfort around the subject of animal cruelty. A vital outcome of all this discussion was that the blows to the emotional wellbeing of DVMs and RVTs experienced when treating abused animals were revealed to be as impactful as they are common. Information about mental health supports like the SVMA Member Wellness Support Program were provided. Perhaps

most importantly, the steps Saskatchewan veterinarians should take when they suspect abuse is going on were clearly illustrated and explained.

The 'Conversation' will continue this winter. This Conversation must continue in some form as long as veterinarians continue to witness animal mistreatment. Active involvement on the part of veterinary professionals is vital to moving the culture of animal welfare forward in this province.

Of course, there is much more going on with committees, the conference, the newsmagazine,

social media, the new health plan and other members services than can be covered here. If you would like to discuss any committees or members services, please contact me anytime.

In order to keep your organization vibrant and moving forward, the committees must be maintained, re-populated, and active. If you are interested in participating on an SVMA legislated or advisory committee, please indicate on your 2018 license renewal submission, contact the chair of your committee of interest or email [sgauthier@svma.sk.ca](mailto:sgauthier@svma.sk.ca). 🐾

## Not all antimicrobial susceptibility tests are created equal

Practical considerations and clinical implications of different antimicrobial susceptibility testing methods

By: *Anatoliy Trokhymchuk, Disease Surveillance Veterinarian, PDS*

**T**he prudent use of antimicrobials for animal health and animal agriculture is a hot topic nowadays – we are facing an unprecedented challenge to human and animal health due to increasing antimicrobial resistance in bacteria. Old antimicrobials are not working the way they used to and there is minimal new inventory in the supply pipeline. The good news –the antimicrobials we have can still go a long way. All it takes is re-thinking some of our practices and learning a few rules of antimicrobial stewardship.

The golden rule of antimicrobial stewardship is to use the right drug at the right dose for the right amount of time. Antimicrobial susceptibility testing is critical for covering two out of three: What drug can we use and at what concentration will it work? That is where it can become quite complicated very quickly. There is more than one antimicrobial susceptibility test available – let us take a closer look and try to see the differences.

There is an old good (and cheap) disk diffusion method known as Kirby-Bauer. It is the most commonly offered antimicrobial susceptibility testing method – all it takes is an agar

plate and a set of filter paper disks infused with different antimicrobials. When stuck to the agar, antimicrobial within the filter paper diffuses through the gel. The concentration of the diffused

antimicrobial decreases as it gets further from the paper disk. Naturally, the tested bacteria will not grow close to the disk if it is sensitive

to the antibiotic. By measuring the diameter of the growth inhibition we can gauge the degree of sensitivity (Figure 1). Laboratory clients receive a qualitative interpretation – bacteria are classified as “Sensitive”(S), “Intermediate”(I), or “Resistant”(R).



**Figure 1.**

### **FIGURE 1. Kirby-Bauer (agar diffusion) antimicrobial susceptibility test**

This is a relatively low-tech and crude testing method (did I mention it is cheap?). It is quite difficult to standardize and compare the results between labs or even batches and next to impossible to know the exact drug concentration in the gel where bacteria stops growing. Most importantly, it is an experiment where bacteria are required to grow on a surface of agar – something dramatically different from a clinical case where bacteria live and grow in bodily tissue and fluids.

Next in line is a slightly more sophisticated gel diffusion



**Figure 2.**

### **FIGURE 2. Etest antimicrobial susceptibility testing method (bioMérieux)**

method developed by BioMérieux called eTest. It addresses the antimicrobial concentration issue to some extent by putting a gradient drug concentration on a testing strip (Figure 2); however, there is still this big question on how comparable the surface growth on agar is to real-life infection conditions.

Then there is a plethora of proprietary automated methodologies (for example Vitek 2 from BioMérieux (Figure 3)). Naturally, each vendor claims “Trust me, we got it right!” however, these come with a premium price and not necessarily with full disclosure of all the technical details. These test results may be reported qualitatively (S, I, R) or sometimes a minimum inhibitory concentration (MIC) can be estimated.

### WHAT'S INSIDE

- 1** Not all antimicrobial susceptibility tests are created equal  
Practical considerations and clinical implications of different antimicrobial susceptibility testing methods
- 3** Lymphoid neoplasms: Planning for diagnostics “beyond the scope”
- 4** New Face at PDS
- 4** Achievements

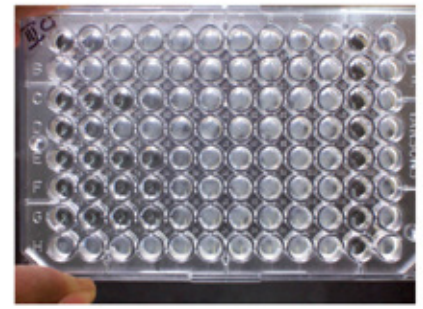
Finally, there is a method considered a “gold standard” of antimicrobial susceptibility testing (at least by Canadian and American AMR surveillance programs) – a serial microdilution technique (Figure 4).

For this test, a broth (or in some cases agar) is prepared with a known concentration of antimicrobial. The microorganism in question is inoculated into a series of tubes (or microplate wells) where the antimicrobial concentration increases twofold in each subsequent step. After a prescribed incubation period, observations are made as to which antimicrobial concentrations the tested microorganism can grow in. The lowest concentration that prevents the tested organism from growth is called the Minimum Inhibitory Concentration (MIC). It is quite a bit more work, but it replicates much closer the real-world encounter of the tested bug and drug in the patient’s organism. The test result comes as a true MIC number (i.e. 4 ug/ml). When paired with information about the achievable drug concentration at the site of infection (the pharmacokinetic/pharmacodynamics relationship), the in vitro/in vivo correlation can be translated into effective dosing and improved clinical outcomes. In other words, the use of MIC’s in the choice of drug and determination of dose regimen is as close as we can get to predicting whether the antibiotic in question will be effective against the tested microorganism in a specific clinical situation.

Prairie Diagnostic Services (PDS) has secured targeted funding under the Growing Forward 2 (GF2) program to provide a better level of antimicrobial susceptibility testing support to our veterinary practice and research clients. Historically, PDS has been offering only Kirby-Bauer antimicrobial susceptibility testing



**FIGURE 3. Vitek 2 antimicrobial susceptibility testing card (bioMérieux)**



**FIGURE 4. Serial microdilution antimicrobial susceptibility testing**

with qualitative interpretation (S, I, R); however, more and more of our clients are realizing that it is not sufficient – knowledge of true MIC is required to answer many clinical and research questions. Starting July, 2017, PDS now offers Serial Microdilution (Sensititre) antimicrobial susceptibility testing as a regular diagnostic service. There are two comprehensive antibiotic panels offered at this time – food animal (Figure 5) and companion animal (Figure 6).

This GF2 funding has also enabled PDS to enhance the professional support for antimicrobial susceptibility testing service – please contact Dr. Musangu Ngeleka ([musangu.ngeleka@pds.usask.ca](mailto:musangu.ngeleka@pds.usask.ca) – diagnostic microbiology), Kazal Ghosh

([kazal.ghosh@pds.usask.ca](mailto:kazal.ghosh@pds.usask.ca) - antimicrobial resistance research), and Dr. Anatoliy Trokhymchuk ([anatoliy.trokhymchuk@pds.usask.ca](mailto:anatoliy.trokhymchuk@pds.usask.ca) – data analysis and epidemiology) for assistance with your clinical and research needs and questions.

**FIGURE 5. Food animal serial microdilution antimicrobial susceptibility testing panel**



#### SENSITITRE CUSTOM PLATE FORMAT

Plate Code: BOPO5F													
	1	2	3	4	5	6	7	8	9	10	11	12	
A	TIO	TIA	CTET	OXY	PEN	AMP	DANO	SXT	TYLT	TUL	CLI	SDB	TIO Cellulose
	8	32	8	8	8	16	1	2/38	4	4	16	2/6	TIA Trimethoprim
B	TIO	TIA	CTET	OXY	PEN	AMP	DANO	SPE	TYLT	TUL	CLI	ENRO	CTET Chloramphenicol
	4	16	4	4	4	8	0.5	64	2	2	8	2	GEN Gentamicin
C	TIO	TIA	CTET	OXY	PEN	AMP	DANO	SPE	TYLT	TUL	CLI	ENRO	FFN Flerfenicol
	2	8	2	2	2	4	0.25	32	1	1	4	1	OXY Oxytetracycline
D	TIO	TIA	CTET	OXY	PEN	AMP	DANO	SPE	TYLT	TIL	CLI	ENRO	PEN Penicillin
	1	4	1	1	1	2	0.12	16	0.5	64	2	0.5	AMP Ampicillin
E	TIO	TIA	CTET	OXY	PEN	AMP	NEO	SPE	TUL	TIL	CLI	ENRO	DANO Dexamethasone
	0.5	2	0.5	0.5	0.5	1	32	8	64	32	1	0.25	SDB Sulfadiazine
F	TIO	TIA	GEN	PEN	AMP	NEO	TYLT	TUL	TIL	CLI	ENRO		NEO Neomycin
	0.25	1	0.5	16	0.25	0.5	16	32	32	16	0.5	0.12	SXT Trimethoprim / sulfamethoxazole
G	GEN	GEN	GEN	GEN	PEN	AMP	NEO	TYLT	TUL	TIL	CLI	POS	SPE Spectinomycin
	8	4	2	1	0.12	0.25	8	16	16	8	0.25		TYLT Tylosin tartrate
H	FFN	FFN	FFN	FFN	FFN	FFN	NEO	TYLT	TUL	TIL	POS	POS	TUL Tetracycline
	8	4	2	1	0.5	0.25	4	8	8	4			TIL Tilmoxin
													CLI Clindamycin
													ENRO Enrofloxacin



#### SENSITITRE CUSTOM PLATE FORMAT

Plate Code: COMPAN1F													
	1	2	3	4	5	6	7	8	9	10	11	12	
A	AMP	AMP	AMP	AMP	AMP	AMP	OXA+	OXA+	OXA+	OXA+	OXA+		AMP Ampicillin
	0.25	0.5	1	2	4	8	16	0.25	0.5	1	2	4	AUG2 Amoxicillin / clavulanic acid 2:1 ratio
B	AUG2	AUG2	AUG2	AUG2	AMB	AMB	AMB	FOX	FOX	FOX	FOX		TIC Ticarcillin
	4/2	8/4	16/8	32/16	4	8	16	32	2	4	8	16	SXT Trimethoprim / sulfamethoxazole
C	TIC	TIC	TIC	TIC	POD	POD	POD	TIM2	TIM2	TIM2	TIM2		GEN Gentamicin
	8	16	32	64	2	4	8	16	8/2	16/2	32/2	64/2	PEN Penicillin
D	SXT	SXT	SXT	FOV	FOV	FOV	FOV	FOV	FAZ	FAZ	FAZ		XNL Cellulose
	0.5/9.5	1/19	2/38	0.25	0.5	1	2	4	8	4	8	16	ENRO Enrofloxacin
E	GEN	GEN	GEN	GEN	IMB	IMB	IMB	CLI	CLI	CLI	CLI		FOV Cefovecin
	1	2	4	8	1	2	4	8	0.5	1	2	4	AMB Amikacin
F	PEN	PEN	PEN	PEN	PEN	PEN	PEN	DOX	DOX	DOX	POS		POD Cefpodoxime
	0.06	0.12	0.25	0.5	1	2	4	8	2	4	8		IMB Imipenem
G	XNL	XNL	XNL	XNL	XNL	MAR	MAR	MAR	RIF	RIF	POS		ERY Erythromycin
	0.25	0.5	1	2	4	0.25	0.5	1	2	1	2		MAR Marbofloxacin
H	ENRO	ENRO	ENRO	ERY	ERY	ERY	ERY	CHL	CHL	CHL	POS		OXA+ Oxacillin + 2% NaCl
	0.25	0.5	1	2	0.5	1	2	4	4	8	16		FOX Cefoxitin
													TIM2 Ticarcillin / clavulanic acid constant 2
													CLI Clindamycin
													DOX Doxycycline
													CHL Chloramphenicol
													FAZ Cefazolin
													RIF Rifampin
													POS Positive Control

**FIGURE 6. Companion animal serial microdilution antimicrobial susceptibility testing panel**

# Lymphoid neoplasms: Planning for diagnostics “beyond the scope”

*By: Ryan Dickinson, Clinical Pathologist, Dept of Veterinary Pathology, WCVN*



**A**s we all know, cytopathologic evaluation of smears prepared from fine needle aspiration (FNA) of solid masses, lymph nodes and organs is a powerful diagnostic tool that can lead to relatively quick, useful and clinically relevant answer such as a definitive diagnosis or a workable differential diagnoses list. One of the more common cytopathologic interpretations made by clinical pathologists is the diagnosis of a lymphoid neoplasm by evaluating smears from lymph nodes or various other affected organs, or from evaluation of a peripheral blood smear that contains circulating neoplastic cells. In many

instances the cytologic picture is classic and unmistakable, leading to a rapid and definitive diagnosis. Less commonly there may not be classic features of a lymphoid neoplasm for a variety of reasons, including a mixed lymphoid population, limited yield of intact cells, limited yield of morphologically atypical cells, etc. In such cases, a clinical pathologist's evaluation of smears may not lead to a definitive diagnosis, though there may be sufficient concern based on the findings to warrant further investigation. There are then several options to consider depending on how well we are prepared to pursue with that “next diagnostic step”.

In some cases, such as with limited yield of intact cells, a clinical pathologist may simply request that an additional FNA from the lesion of concern. In other instances, such as with a mixed population of lymphoid cells, the request may instead be for a biopsy of a lymph node or other tissue where architectural evaluation +/- immunohistochemical staining may further aid in the diagnosis. Other techniques that are becoming more frequently used in recent years include the use of polymerase chain reaction (PCR) to detect clonality lymphocyte antigen receptor rearrangement from the genetic material in a lymphocyte population (otherwise referred to as “PARR”), or flow cytometric evaluation of surface markers on cells within peripheral blood or body cavity fluids. In each of these scenarios, the attending clinician would often need to collect an additional sample (whether it is a “fresher” sample or a different type of sample) from the patient's lesion to submit for the appropriate testing method(s). This may or may not be feasible, depending on the given situation. Perhaps the patient lives quite a distance from the veterinary clinic and cannot visit frequently, precluding the ability to easily obtain additional sample(s). Perhaps it

is a fractious patient that creates a situation where it is difficult or dangerous to collect a quality specimen. Or that sampling requires anesthesia and specialized equipment and personnel. Or perhaps the patient is now deceased and a fresh sample is simply no longer available. In any of these situations overlap with a clinician's initial suspicion that a lymphoid tumour is the underlying problem, there are some pre-emptive options.

When glass slides containing FNA smears are received by our laboratory, the typical expectation is that these smears were intended for cytopathologic evaluation only and the

default is to stain the smears with modified-Wright's stain and then place a permanent glass coverslip on the smears to facilitate microscopic evaluation and subsequent archiving. This process works out very well for the grand majority of cases. However, there are instances where cytopathologic evaluation by the pathologist did not lead to a definitive diagnosis (possibly for some of the reasons listed above, though that is not a comprehensive list) and additional steps are required to make a diagnosis. A biopsy, if required, would obviously involve collection of a new and different sample. On the other hand, if

PARR was a consideration because the goal was to highlight a clonal population in a low-cellular sample or mixed cellular sample, then additional sample collection may not be required, depending on how many slides were initially received and/or what the default decision was regarding how to process the slides. PARR can be performed on cells washed off of stained or unstained glass slides that contain the sample material, however once the smears have been coverslipped, they could no longer be used for this technique.

In a recent PDS clinical pathology quarterly meeting, staff and pathologists discussed this topic and posed the question: "How would this be best handled?" If a clinician suspects that a lesion may be lymphosarcoma, they could routinely set aside and label 3-5 unstained smears from the rest that are destined to be stained and evaluated at the laboratory. These 3-5 unstained smears could be kept and stored by the submitting clinician or they could be labeled as "extras" that could be used for additional diagnostics such as PARR and

included concurrently with the unstained smears that were intended for cytopathologic evaluation. In this case, if the initial cytopathologic diagnosis was unequivocal for lymphosarcoma, then the additional slides would not be needed. If, however, the initial cytopathologic diagnosis was not definitive, the additional unstained slides would be immediately available should the clinician wish to proceed with PARR (currently a "send-out" test). This suggested option may not be necessary for every submission, however it could be a method used if procuring a specimen was, or is anticipated to become, problematic in the future. The great thing about air dried, unstained, protected smears is that there is typically no real urgency to run the additional tests from a sample quality standpoint... once the smears are prepared and protected in a slide container, there can be several days of delay before the genetic material begins to disintegrate.

Flow cytometry is a different story. With flow cytometry samples for peripheral blood or body cavity fluid samples, the

volume of sample may not always be the limiting factor as there is often abundant sample to work with (though in some cases, limited sample volume can serve as an obstacle). In contrast to air-dried smears, cells within fluid samples can deteriorate much more rapidly, leading to altered surface expression of certain markers that are detected by antibody-antigen binding. Thus, time is the limited factor in most cases of "flow" evaluation, particularly since transport time must be taken into account. For this reason, it is important for clinicians to be aware that they may be contacted by the pathologist for authorization to pursue with flow cytometry, should it be indicated. If the clinician has already considered this as a potential diagnostic tool that might be performed and has already discussed with their client about the process and obtained their consent, then this could significantly reduce the time from when the specimen is received by PDS and when it is shipped to the laboratory that performs flow cytometry, which is sometimes in the United States.

## NEW FACE AT PDS

PDS is very pleased to announce that Dr. Steve Mills joined the roster of PDS clinical pathologists in July for a one year term. Steve will be working remotely from his home in Edmonton, Alberta—a new working situation for everyone. Steve grew up in Calgary, Alberta and attained his Bachelor of Commerce and subsequent Bachelor of Science from the University of Calgary before starting a Master of Science degree. Just six months later however, Steve pulled up stakes and headed to



Saskatoon to start veterinary school at the Western College of Veterinary Medicine. Steven finished his DVM degree in 2011, and then pursued

a residency in Veterinary Clinical Pathology. When Steve graduated in 2014, he moved to the Edmonton area to practice small animal medicine, but was unable to challenge the board exam until 2016, when he attained his ACVP diplomate status. Steve and his wife Ginevra have three young children Adrien, Everett, and Eleanor. He is absolutely thrilled to be practicing clinical pathology again full time. Steve can be reached via e-mail ([steve.mills@pds.usask.ca](mailto:steve.mills@pds.usask.ca)) or cell phone (306.220.4788).

## ACHIEVEMENTS



Dr. Rambod Movassehgi (PDS Anatomic Pathologist) became a diplomate of the American College of Veterinary Pathologists (ACVP) in August 2017. More on the unique difficulties Rambod experienced on the road to achieving board certification will follow in a future issue of the newsletter... so stay tuned.

## READERS' FEEDBACK

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

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

## An Update from the dean

**Dr Douglas Freeman**

Western College of Veterinary Medicine



**Dr Douglas Freeman**  
WCVM Dean

On Oct. 12, Alberta Minister of Advanced Education Marlin Schmidt announced that Alberta will not renew its participation in the Western College of Veterinary Medicine's (WCVM) interprovincial agreement after 2020 — an annual loss of \$8 million in support for Western Canada's regional veterinary college.

Instead, Alberta will reallocate a portion of this funding to increase enrolment in the Doctor of Veterinary Medicine (DVM) program at the University of Calgary's Faculty of Veterinary Medicine (UCVM)

We are deeply disappointed in Alberta's decision to withdraw its 54-year support of the WCVM. The immediate impact of this announcement is on students. After the 2019-2020 academic year, the Province of Alberta will only provide funding for new veterinary student seats at UCVM. Alberta students will no longer have the choice of completing a DVM degree at the WCVM where they have access to a range of resources: a thriving veterinary teaching hospital that serves a broad community, a diverse caseload of small and large animal patients, specialized faculty, livestock-focused teaching and research facilities, and a range of research centres on the University of Saskatchewan campus.

What's especially troubling is the reduction of overall support for vital veterinary education, research and clinical expertise in Western Canada — something that affects everyone whose lives and livelihoods are linked to veterinary medicine, animal health and agriculture in this region.

Based on the WCVM's interprovincial agreement, funding from the four western provinces ensures that the college can deliver seven commitments to the region. In addition to the DVM program, the college's "deliverables" includes post-graduate programs, veterinary and biomedical research, clinical and diagnostic services and consultation through our Veterinary Medical Centre, continuing veterinary education to the industry, public extension and veterinary technologist training.

The Government of Alberta currently provides the WCVM with about \$8 million per year to support these regional commitments. However, based on the Oct. 12 announcement, the provincial government will reallocate only \$4.7 million per year to the University of Calgary in support of its veterinary program.

Essentially, the Province of Alberta is cutting its commitment to veterinary education and research and animal health in Western Canada by \$3.7 million per year.

The Alberta Veterinary Medical Association (ABVMA) is concerned about this change in priorities. On Oct. 17, the organization released a statement in support of both veterinary programs in Western Canada. The ABVMA also requested that the Province of Alberta restore its funding

commitment to the WCVM.

"Eliminating funding for this partnership reduces the capacity for veterinary education and therefore limits the number of veterinarians available to practice in the province at a time when there is already a shortage of veterinarians," stated the ABVMA in its news release.

It was our hope that the Province of Alberta would recognize the complementary strengths of both veterinary programs. For nearly a decade, we have worked together to serve animal health and public health very well, and there is great potential for strengthening our partnership with UCVM. We hope that the province will reconsider its decision and choose partnership.

We continue to explore various funding models for the WCVM, and over the next few months, we will meet with the other provincial partners as well as our stakeholders to discuss future options.

I want to emphasize a critical point: the loss of support from one provincial partner does not erase the WCVM's amazing record nor does it affect our college's mandate to serve all western Canadians. As we have for more than 50 years, we will continue to be Western Canada's regional veterinary college. 🐾

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)) IF YOU HAVE QUESTIONS.



# DO YOU KNOW WHAT THE LEADING CAUSE OF COMPASSION FATIGUE IS IN VETERINARY PRACTICE?

Dr Marie Holowaychuk  
[www.criticalcarevet.ca](http://www.criticalcarevet.ca)

People might be shocked to find out that veterinary care providers experience traumatic events on a regular basis. These events, when experienced repeatedly, put veterinary care providers at risk of compassion fatigue, sometimes referred to as secondary post-traumatic stress disorder (PTSD).

**C**ontrary to popular belief, veterinarians do not spend their days vaccinating puppies and kittens and discussing deworming regimens with pet owners; the average companion animal practice deals with illness, disease, death, and dying 75% of the time. Veterinarians diagnose serious and often terminal illness; they experience unanticipated outcomes after implementing treatments; they witness signs of animal abuse; they perform euthanasia; they handle fractious or aggressive animals; they navigate difficult or demanding clients; and they manage conflict among co-workers. But perhaps the most damaging traumas that veterinary care providers face in practice are moral stressors. Moral stressors occur when a veterinary care provider does something that is contrary to his or her personal and professional values, instead of doing what he or she feels should be done. This action undermines integrity, morals, and authenticity, and causes psychological distress. Moral stressors are considered the leading cause of compassion fatigue in veterinary practice.

Having spent more than a decade practicing emergency medicine, I have had the misfortune of experiencing moral stressors many times. I recall several situations when I was asked to euthanize an animal because the owners could not afford medical care and the animal would suffer without treatment. In most of these situations, despite contacting rescue organizations, animal shelters, and staff members, a foster home could not be arranged. Other times I have had to euthanize animals because they had no owner and due to the severity of their



illness, rescue organizations and animal shelters could not afford their care. Is it any wonder that one-quarter of veterinarians express feelings of failure when performing euthanasia?

Ultimately, because veterinary medicine is not publicly funded and since most pet owners do not have insurance, finances often come into play when deciding whether to treat an animal or perform a necessary surgery. This is especially common in emergency practice because emergency care due to accidents and acute illness are usually not anticipated and many clients are not prepared financially to pay for necessary care. So, it really should not come as a surprise that veterinary care providers experience psychological distress secondary to moral stressors... especially when clients insist that veterinarians should provide care for “free” and “because they should want to help animals”.

Most veterinary practices already undervalue the care that they provide and if they were to work free of charge all the time, they would most certainly go out of business. Even so, I know many veterinarians (and technicians)

who have paid out of pocket to care for animals that have been abandoned or surrendered because owners could not afford care. Of course, this is because veterinary care providers are extraordinarily compassionate people and feel that it is their duty to heal animals whenever possible. Unfortunately, this compassion comes at a cost. When exposed to moral stressors on a regular basis, veterinary care providers are at risk of repeated psychological distress in the form of anxiety and even depression. A recent study<sup>1</sup> reported that 1 in 10 veterinarians in the USA are currently experiencing psychological distress and depression is reported by as many as 2 of 3 veterinarians. Compassion fatigue is an all too common consequence, resulting in the loss of ability to provide the same level of compassion and care for others after repeated exposures to trauma.

So, how can we prevent compassion fatigue among veterinary care providers? While the purchase of pet insurance is on the rise and many practices commonly save funds to care for patients with curable illnesses

whose owners cannot afford care, it is unlikely that moral stressors will completely go away any time soon. In the meantime, veterinary care providers must recognize the perils of practice and take measures to look after themselves. Appropriate self-care in the form of physical, emotional, spiritual, and intellectual renewal is essential for all care providers, as well as debriefing difficult situations with colleagues, friends, family, and counsellors. Veterinary care providers should also know that these experiences are normal and not something to feel ashamed or guilty about.

As Lynda Myers said, “I could walk a mile in your shoes but I know they’re just as uncomfortable as mine. So let’s walk next to each other instead.” In other words, let’s lean on each other as veterinary care providers and be advocates for the mental health and well-being of everyone in this amazing profession. 🐾

1. Kahler SC. Moral stress the top trigger in veterinarians’ compassion fatigue: veterinary social worker suggests redefining veterinarians’ ethical responsibility. *J Am Vet Med Assoc* 2015; 246(1):16-18.

**Congratulations to Dr Lindsay (Chapman) Murphy, who had a healthy baby boy, Wells David Murphy, on October 3rd weighing 7lbs 14oz. Baby and family are doing wonderfully. What a great Thanksgiving gift!**

A newborn baby is shown sleeping peacefully in a round, beige-colored baby bouncer or basket. The baby is wrapped in a dark green blanket and is holding a small, dark object (possibly a pacifier) in their mouth. The bouncer has a dark handle visible at the top. The background is dark and out of focus.



April 1944 — August 14th, 2017

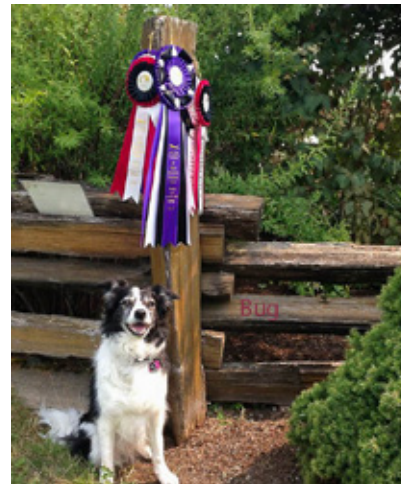


attention to veterinary practice. She graduated from the WCVN in 1976. Barbara was hired by Dr "Paddy" Clerke in Kelowna in 1977 and soon purchased his veterinary practice. Some eleven years ago she met James Anderson at the club and.

**- From Springfield Funeral Home, Kelowna BC**



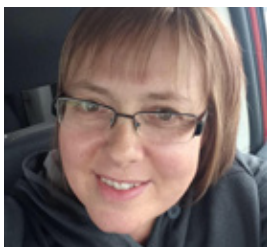
He also received one of the highest honours in Canada's health sciences community this year: induction as a Fellow of the Canadian Academy of Health Sciences. Congratulations Dr Adams!



**Multi award-winning  
Border Collie "Bug"**

**Congratulations** to Dr Melissa Smith from Moose Jaw and her Border Collie “Bug”, who achieved a podium finish with third place overall in their division and a win in the steeplechase class at the Agility Association of Canada Nationals held August 4-6th in Langley, BC. Attending an Agility Competition is an athletic endeavor for both dog and handler. Competing at the national level takes countless hours of practice to refine the ability to communicate with your dog “on the fly”.

## ■ SAVT update



**Annette Lorenz, RVT**  
President Elect

## Greetings from SAVT!

Fall is in full swing and with Fall comes National Veterinary Technician/Technologist week, celebrated annually in North America during the 3rd week of October. This year, the Ontario Association of Veterinary Technologist (OAVT) teamed up with the Registered Technologists and Technicians of Canada (RVTTC) and the other provincial associations, including

SAVT to recognize October as RVT Month. One week wasn't enough time to celebrate and educate everyone about the diversity and knowledge RVTs bring to veterinary medicine. It also aims to bring awareness to the designation of a Registered Veterinary Technologist (RVT) versus the generic "veterinary technician"

After 13 years of dedication to SAVT, Nadine Schueller, our SAVT executive director, resigned this past summer to pursue new endeavors. Nadine played a critical role in development and success of our association and her passion for SAVT was infectious, leaving a big hole to fill. We wish her all the best in her new adventure! SAVT has hired Jasmin Carlton as our new ED effective September 1/2017. Jasmin brings experience in areas of administration, communication and financial



and strategic planning that will be valuable in supporting SAVT. Jasmin is a small-town Saskatchewan girl who the Board of Directors is excited to work with. Welcome Jasmin! Congratulations to RVT Cindy Koreluik who was presented with the 2017 SVMA RVT of the Year award at the SVMA conference in September. It is always great to see RVTs recognized for the outstanding work they do by the people they work for. Our president Lois Ridgway and conference coordinator Kenzie Makowsky attended the SVMA conference,

spreading the word about the great things SAVT and RVTs do. SAVT was also present at Vetavison at WCVN, educating about careers in veterinary technology and promoting all the great things RVTs do.

As I write this, our 33rd annual conference "Creating Connections, Building Bridges" is right around the corner and the excitement for this event is immeasurable. Conferences are great, not only for education but also for refreshing one's passion in their profession - and this year will not disappoint!

## Welfare issues with

# BACKYARD POULTRY FLOCKS

Dr Karen Schwan-Lardner, USask College of Agriculture and Tory Shynkaruk

NFACC has published Codes of Practice for the treatment of commercial flocks of meat birds and laying hens. These Codes provide both "Required" components and "Recommended" components for all poultry producers in Canada, including backyard and commercial producers. In addition to the Codes, commercial producers must follow guidelines set out by their individual Feather Board's Welfare Guidelines. All producers, regardless of flock size, should be familiar with the Code of Practice for their specific species. The Codes for many species can be found at: <http://www.nfacc.ca/codes-of-practice>.

With the rise in public concern about welfare of food animals, food retailers are pressuring commercial poultry producers to demonstrate what the public will see as good animal treatment. Unfortunately, in some cases, results may not have the impact that was intended. For example, while cage-free housing systems for hens provide advantages in terms of behavioural expression in hens, there can be welfare challenges as well, including issues such as increased dust, increased possibility of cannibalism and others. ABF poultry and slow growing broilers are other examples of production methods which may improve welfare in some aspects, but result in different welfare challenges.

### ■ BACKYARD FLOCKS

Management of poultry is NOT an innate understanding for most people, as few have grown up with backyard flocks. An understanding of basic physiology and bird requirements should be learned prior to owning any bird. If this knowledge is not learned, which may be (not always, but frequently) the case with backyard flock owners, welfare issues could be a significant issue. In addition, small flock owners are frequently unaware of the Codes of Practice, which, as stated above, has mandatory components that ensure bird welfare. Other differences between commercial vs backyard flocks is that small flocks have limited regulation, there is no recurring audit system in place, and no specific targets for health have been identified. Areas that could potentially cause welfare concerns include nutrition, housing, management, disease, biosecurity and euthanasia.

Calls to veterinarians about problems with home poultry flocks are steadily increasing. Following are some key points about basic poultry care for backyard flocks.

### ■ NUTRITION

- Food and fresh water should be readily available.
- Properly formulated diets are required for birds. Proper storage is essential to protect from mold and rodents.
- Ensure wild birds and/or rodents cannot access feeders or drinkers.
- Provide adequate feeder and drinker space to reduce crowding.

### ■ HOUSING

Backyard producers often want to allow their birds access to the outdoors when weather permits. Requirements for outdoor access include:

- Protection from predation (fencing, roofing)
- Environmental enrichment (perches, dust

- bathing substrate, water source for ducks)
- Ramp on a gentle slope, flooring substrate

Even with these safeguards in place, common issues with outdoor access can still include mites, disease and cannibalism.

### ■ DISEASE/ BIOSECURITY

- Quarantine new or sick birds
- Have separate clothing and boots for interacting with birds
- Limit exposure of birds to visitors, or ensure visitors are wearing clean clothing and boots and have not had recent contact with other bird species.
- Employ proper disposal methods for both carcasses and eggs.

### ■ EUTHANASIA

Willingness and ability to perform humane euthanasia on birds who require it is essential! Requirements include:

- Employing acceptable methods with proper training: mechanical or cervical dislocation, or decapitation. All methods should be conducted by competent individuals.
- Rapid and sanitary methods

### GOING FORWARD, VETERINARIANS WILL NEED TO BECOME KNOWLEDGEABLE ABOUT:

- Where to look/go for information
- Codes of Practice- required practices, recommended practices
- Management, nutrition, handling, euthanasia, health and biosecurity

Some form of training for backyard producers would be ideal (maybe even a licensing system) in the future. Regardless of when or whether these come to be, veterinarians will need to be knowledgeable about poultry in order to serve and advise backyard flock producers.



■ **ISSUES IDENTIFIED BY BACKYARD PRODUCERS INCLUDE:**

- Minimizing predation
- Providing adequate feed at a reasonable cost
- Soil and vegetation management
- Complying with zoning regulations
- Complaints from neighbors
- Manure management
- Flock size management
- Handling aggressive birds
- Lack of veterinarians trained in poultry
- Lack of good information about poultry health problems, husbandry, and behaviour
- Lack of reliable people to watch birds when going on vacation

## 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

##### UPDATE: PROPOSED FEDERAL TAX CHANGES FOR SMALL BUSINESSES

The CVMA has joined the Coalition for Small Business Tax Fairness opposing federal government tax proposals that would dramatically change the way incorporated small businesses are taxed in Canada. The CVMA, along with 70 other like-minded business groups, asks that the government take the current proposals off the table and consult the business community to identify other solutions that do not unfairly target small business owners. Visit the News & Events section of [canadianveterinarians.net](http://canadianveterinarians.net) for more information and what you can do.

##### CVMA JOINS GOVERNMENT SUB-COMMITTEE DISCUSSING MOVING MEDICALLY IMPORTANT ANTIMICROBIALS TO PRESCRIPTION DRUG LIST

The CVMA is participating in a sub-committee of the Canadian Animal Health Products Regulatory Advisory Committee (CAHPRAC) to discuss the implementation and impacts of Health Canada's moving all medically important antimicrobials (veterinary drugs) to the Prescription Drug List. The sub-committee members contain a cross-section of the drug industry, food pro-

ducers, feed producers, Health Canada, and the Canadian Food Inspection Agency. Recognizing the importance of collaboration and clear understanding, the sub-committee is in place to help develop plans around consistent communication regarding the transition, engagement of stakeholders, and implementation of key timelines.

##### NEW EXECUTIVE AND COMMITTEE MEMBERS

The CVMA welcomes three new members on the CVMA Executive and Committees.

- Dr. Enid Stiles, Executive Member and Quebec representative on Council
- Dr. Leighann Hartnett, Nova Scotia representative on Council, replacing Dr. Troye McPherson
- Ms. Kira Moser, 2016-17 Students of the CVMA President, replacing Ms. Elizabeth Hartnett
- Visit the About CVMA section on [canadianveterinarians.net](http://canadianveterinarians.net) to view the full list of CVMA Executive and Council members.

#### SCIENCE AND KNOWLEDGE

##### ONE HEALTH DAY TAKES PLACE ON NOVEMBER 3

The goal of One Health Day is to raise awareness of the One Health approach for managing

complex health problems involving people, animals and the environment. The CVMA strongly supports the involvement of veterinarians in "One Health" as they have a unique responsibility for improving the health and welfare of the animals they treat in a manner that also protects and supports human health and a healthy environment. Visit the One Health Commission's website at [onehealthcommission.org](http://onehealthcommission.org) for more information on One Health Day.

##### WORLD ANTIBIOTIC AWARENESS WEEK, NOVEMBER 13 TO 19

World Antibiotic Awareness Week runs from November 13 to 19, 2017. The CVMA is reminding veterinarians across Canada that antimicrobial stewardship remains a top priority issue for your national association. To prepare veterinarians for federal regulatory changes that will increase veterinary oversight on the use of antimicrobials, the CVMA along with the Canadian Council of Veterinary Registrars (CCVR) developed a framework called, "Veterinary Oversight of Antimicrobial Use – A Pan-Canadian Framework for Professional Standards for Veterinarians." See other actions the CVMA has taken to advocate for change and encourage the responsible use of antimicrobials in animals here: [canadianveterinarians.net/policy-advocacy/antimicrobi-](http://canadianveterinarians.net/policy-advocacy/antimicrobi-)

[al-stewardship-cvma-priority](http://al-stewardship-cvma-priority)

#### PRACTICE AND ECONOMICS

##### PRACTICE OWNERS ECONOMIC SURVEY

Visit the Business Management section of the CVMA website ([canadianveterinarians.net/practice-economics/business-management](http://canadianveterinarians.net/practice-economics/business-management)) to access the Provincial Suggested Fee Guides and other veterinary economic reports. This section also includes Veterinary Practice Management Articles and a Career and Business Toolkit providing veterinarians easy access to pertinent online resources and information on personal financial management, veterinary business management, and client management.

##### CVMA PRACTICE DIAGNOSTIC REPORT: EVIDENCE BASED MANAGEMENT

Increased availability of financial benchmarks provided in the Practice Diagnostic Report helps improve individual practices' and the veterinary profession's economic health. CVMA members who complete the Practice Owners Economic Survey have access to complimentary benchmarking on revenue, expenses, hours worked, fees, and staff. The report calculates their financial metrics and compares them to the average and top-performing



hospitals in their provinces. New in 2016, the Practice Diagnostic Report compares year-to-year trends for individual hospitals that have submitted two consecutive years of data. Visit the News & Events section of [canadianveterinarians.net](http://canadianveterinarians.net) for more information.

#### MEMBER BENEFITS

##### CVMA ANNUAL SOURCE GUIDE — CHECK YOUR LISTING

The 2017–2018 CVMA Source Guide print edition is distributed exclusively to CVMA members. The Source Guide is your national professional Association's reference guide. Use this guide to contact your peers, colleagues, and classmates. Much effort went into ensuring each veterinarian's contact listing was current and listed their preferred contact information. Please review your listing to ensure the accuracy of your contact information and the preferred address where you wish to receive mail from the CVMA. Please advise us of changes or updates at: 1-800-567-2862.

##### THE CVMA MYVETSTORE: DELIVERING DIETARY CONVENIENCE AND COMPLIANCE

Online shopping and home delivery are rapidly changing the way consumers purchase and receive goods. While Amazon is the highest profile purveyor, many businesses are taking advantage of the Internet and its capabilities to reach their clients. The MyVetStore, provided through the CVMA, allows veterinarians to embrace this new channel. Find more information under the News & Events section of [canadianveterinarians.net](http://canadianveterinarians.net). 🐾

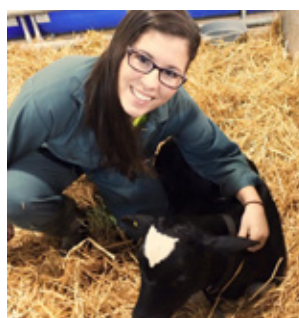


WCVM  
CLASS OF  
2021

## ■ on campus at the wcvm

Joana Bruce

**T**he students of WCVM have been busy with the arrival of Fall. At the end of September, students organized and hosted Vetavision, the event that has the school opening its doors to the public to see the various aspects of veterinary medicine. Various booths are placed around the WCVM building for the people to walk through. Demonstrations took place at the live animal booths, including milking, equine, falconry, and putting your arm inside a fistulated beef cow. The event was a success and by the end of the two-day event, around 3000 people had attended Vetavision 2017.



Saskatoon. It is held by the Health Sciences Students.

With the passing of Thanksgiving, the second years have plunged right into midterms, as one does in second year.

For third years, Fall has been great. We have had a lot of hands-on labs dealing with clinical procedures

such as venipuncture, equine palpation, dentistry, production and small animal medicine procedures, and so much more. Learning how to treat animals is much more meaningful now that we have the underlying foundation on the pathology of diseases.

Many clubs that WCVM students are involved in have started putting on various labs and talks. Many labs have taken place already, including an emergency procedures lab, dehorning labs, sheep necropsy labs, and many more. As the president of the Production Animal Club, I have been involved with planning our annual November trip to Alberta to tour around various animal production facilities, and we could not be more excited for this event!

All the best as 2017 draws to a close. 🐾

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

### SASKATOON

**POSTED: AUGUST 28, 2017**  
Small animal locum available in regions in and around Saskatoon. Newer vet with two years of experience in small animal practice with medicine and surgery. Please contact Dr Jaclyn Hockley, DVM, BSc at [jaclyn.hockley@gmail.com](mailto:jaclyn.hockley@gmail.com).

### LOCUMS WANTED

#### INDIAN HEAD

**POSTED: OCTOBER 17, 2017**  
The Indian Head Animal Clinic seeks a small animal veterinarian for a full time one month locum position so the owner can take a breather! Our clinic is a busy 1 1/2 veterinarian small animal practice located in the town of Indian Head, just a 45 minute drive east of Regina. The right person will be a self-motivated person comfortable with general medicine and surgery, with good communication skills. Please apply to Dr. Melanie Roth by email at [ihancin@gmail.com](mailto:ihancin@gmail.com) or by fax at 306-695-2307. If you would like further information, please contact Melanie at 306-695-2238 or 306-660-8777.

#### MARTENSVILLE

**POSTED: OCTOBER 4, 2017**  
Affinity Animal Hospital is currently seeking an experienced small animal locum veterinarian starting February 19th / 2018. Affinity Animal Hospital in Martensville, SK is well equipped to handle all routine medical, surgical, and dental cases. Please contact Dr Tariq Bajwa at [tariqbajwadvm@gmail.com](mailto:tariqbajwadvm@gmail.com) or call at 306 341 1213.

## VETERINARIANS REQUIRED

#### EARL GREY

**POSTED: SEPTEMBER 26, 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](mailto:egvets@sasktel.net)

#### ELROSE

**POSTED: OCTOBER 18, 2017**  
Even though we are in rural Saskatchewan, people say we are in the middle of Everywhere! We also have the best clients and support staff on the planet. So if are thinking of mixed practice as a career choice, we have a competitive wage package, negotiable call schedule and mentorship if needed. We even have references from former mentorship and veterinary students and locums who have worked here. We look forward to meeting you! Call 306-378-2252 or send your resume to [elrosevetservices@sasktel.net](mailto:elrosevetservices@sasktel.net).

#### MELVILLE

**POSTED: AUGUST 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)?

#### MIXED ANIMAL VETERINARIAN

wanted for progressive, evolving, modern practice in Melville, SK. 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. Visit our website at [www.melvillevet.com](http://www.melvillevet.com). Be part of this amazing team and apply to Dr Deana Schenher at

[deanaschenher@hotmail.com](mailto:deanaschenher@hotmail.com) or call 306-728-2633 for more information.

#### MOOSE JAW

**POSTED: OCTOBER 18, 2017**  
Bellamy Harrison Animal Hospital (BHAH) is seeking to hire a sixth full-time veterinarian in our exclusively small animal practice. We are located in the thriving and friendly community of Moose Jaw, population of 35,000, within 40 minutes of Regina, Saskatchewan's provincial capital. We are a progressive practice with half the management team under 40. Potential future buy-in may be a possibility for the right candidate. New graduates or seasoned applicants alike are welcome. The practice is equipped with an in-house laboratory, digital direct radiography, digital dental radiography, high speed dental unit and ultrasound.

We offer an above average salary, paid continuing education, licensing fees, and insurance. BHAH takes great pride in offering exceptional care, in a friendly and enjoyable work environment. (We are just down the street from a great coffee shop!)

To help cover the cost of relocating we will offer a \$2000 bonus to help cover the move. In addition, we are offering a \$5000.00 signing bonus. Our multi-doctor practice allows for a team approach to challenging cases. Check us out by visiting our website at [www.bhah.com](http://www.bhah.com). Be sure to view our video section. You never know- you could become a "star" in the next Just Like You video!! Contact: Dr. Bob Bellamy, Bellamy Harrison Animal Hospital, 790 Lilloet Street, Moose Jaw, Saskatchewan S6H 8B4; phone: (306) 694-1639; fax: (306) 694-1920; e-mail: [b.bellamy@sasktel.net](mailto:b.bellamy@sasktel.net)

#### NORTH BATTLEFORD

**POSTED: OCTOBER 11, 2017**  
Looking for a fourth veterinarian to join our busy mixed animal practice (55% companion animal, 40% beef, 5% equine). The Battlefords are two communities on either side of the beautiful North Saskatchewan River valley, about 1.5 hours from both the Alberta border and Saskatoon. Scenic and year round recreational opportunities abound.

We practice a high quality of medicine/surgery in a supportive team environment. Our varied caseloads provide

opportunities to expand special interests and try new things.

Our progressive practice includes a growing list of modern equipment - digital and dental x-ray, in house lab, ultrasound, ECG, paperless records etc.

We offer great mentorship, above average compensation, benefits, CE allowances, professional dues and more. After hours and weekend call shared equally. New grad applications are welcome and encouraged. If you are looking to be part of a compassionate, fast-paced, fun-loving team please apply! Please email resumes and cover letters to Dr Schmidt at [uncletom@sasktel.net](mailto:uncletom@sasktel.net) or Dr Carley at [drsylvia55@icloud.com](mailto:drsylvia55@icloud.com).

#### OGEEMA

**POSTED: AUGUST 17, 2017**  
An associate veterinarian is required at the Deep South Animal Clinic 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 Lasercyte 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. Contact Dr Andy Acton at Deep South Animal Clinic [dsac@sasktel.net](mailto:dsac@sasktel.net) Phone: (306) 459-2422 Fax: (306) 459-2880

#### REGINA

**POSTED: OCTOBER 16, 2017**  
PROUD TO MAKE A DIFFERENCE: Saskatchewan's largest non-profit, open admission shelter, leading with progressive spay/neuter, adoption, foster care and animal protection programs, is seeking a temporary full-time Associate Veterinarian. Part-time or locum hours may also be considered. 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 to support 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 and improve their welfare in our community. Competitive salary, comprehensive medical, dental and vision care benefits package, continuing education, dues and uniform allowance are provided. Contact: Dr Katherine Ball, Interim Director of Veterinary Care, Regina Humane Society 306-543-6363 ext 233; Email: [kball@reginahumane.ca](mailto:kball@reginahumane.ca)

#### REGINA

**POSTED: SEPTEMBER 25, 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 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. Please send your resume to Dr Denita Shtuka at [vicvetclinic@sasktel.net](mailto:vicvetclinic@sasktel.net)

## REGINA

POSTED: AUGUST 9, 2017

Are you a veterinarian who values your personal time? We do too! Airport Animal Hospital is an AAHA accredited hospital and we care about our team having a work-life balance, which means no after hours or on call, no evenings, and limited weekends. We carry out our vision by working together in a positive, approachable, supportive, and respectful way to create a stress-free environment for our patients, clients and team.

We are a progressive hospital that is fully equipped with digital x-ray, digital dental x-ray, digital lab equipment, surgical laser, therapy laser, ultrasound, ultrasonic dental unit and electronic medical records. We offer a competitive salary (based on experience) and up to a \$10,000 signing bonus. Benefits include an RRSP plan, great health/dental plan, paid license dues, continuing education, and discounts on services and products. Must be a DVM (or equivalent) and be NAVLE certified.

To apply, please send a resume and cover letter to Cheryl Holtz, 4645 Rae Street, Regina, SK, S4S 6K6, or by email: [administration.aah@sasktel.net](mailto:administration.aah@sasktel.net). For additional information about our hospital, please visit our website at [www.airportanimalhospital.ca](http://www.airportanimalhospital.ca) or check us out on Facebook. We look forward to you joining our team!

## SASKATOON

POSTED: OCTOBER 16, 2017

VCA Canada Frontier Animal Hospital is hiring a full time Medical Director/DVM to join their team in a unique, collaborative environment where medicine and pets come first. The Medical Director is responsible for providing leadership for the hospital, creating an environment of teamwork, for meeting budget expectations and for directing staff and the overall management of the

practice.

**About Us:** VCA Canada Frontier Animal Hospital, located on the North end of Saskatoon, is dedicated to providing quality and compassionate veterinary care for companion animals. Our professional team offers Dentistry, Diagnostics, Nutrition, Pharmacy, Primary Care, Radiology, Surgery and Preventative Care. We deliver an exceptional client experience and excellence in veterinary care. Our practice reflects the neighborhoods we serve, friendly, caring and involved.

**As our ideal Candidate, you have:**

- A valid Doctor of Veterinary Medicine (DVM) degree, enabling practice in Canada
- Strong leadership skills combined with a positive team player attitude to enable our teams to flourish
- Excellent diagnostic and surgical skills
- Exemplary customer service that builds loyalty and trust with your clients
- Strong organizational skills which allow you to stay focused and work under pressure

**Why VCA?** VCA is Canada's largest network of companion animal hospitals, devoted to providing compassionate care for pets. Our team of over 2500 people operate specialty-referral, primary care, alternative therapy and emergency hospitals and are committed to providing superior patient care and client experience. At our core are our people – people we think of as family. Our different strengths and interests enrich and improve us with diversity, innovation and excellence. In support we are national leaders in career development and growth opportunities, continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program.

**As member of VCA, we can offer you:**

- Career growth opportunities to hold key leadership positions from Medical Director to Regional Operations Director or Support Office.
- CE opportunities with access to annual VCA conferences, seminars and CE allowance
- Networking, collaboration and knowledge exchange with other veterinarians within our practices
- Interactive learning through

our soon to come in-house online university (Woof U!)

- Continued investments in new technologies, advanced diagnostics, and modern facilities
- A commitment to give back through initiatives such as Paw it Forward and Pet Pantry
- Active research studies for publication and industry growth

Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us!

Please forward a copy of your resume and cover letter or LinkedIn profile to: Nadine.Schueler@vca.com For more information on who we are, what we do, Paw It Forward and opportunities with VCA, please visit us online at [vcanada.com](http://vcanada.com) or [vcanada.com/frontier](http://vcanada.com/frontier) VCA is committed to providing an inclusive and diverse workplace and is an equal opportunity employer. If you require any assistance please let us know

## SASKATOON

POSTED: SEPTEMBER 26, 2017

The Department of Small Animal Clinical Sciences, Western College of Veterinary Medicine seeks applications for one, 12 month term (with potential for renewal), full time veterinarians in the Veterinary Emergency Medicine service beginning September 1, 2017.

Applicants must possess a DVM or equivalent degree and be eligible for licensure to practice veterinary medicine in Saskatchewan. A rotating internship is required and advanced formal training in Emergency medicine and/or Critical care is preferred.

Responsibilities include provision of quality and timely emergency care to client-owned animals presenting to the Veterinary Medical Centre on an emergency or urgent basis; after-hours duties; management of the emergency service in partnership with faculty members, colleagues and technical staff with dedication to the quality development of the emergency service and learning environment. Salary range \$61,618 to \$129,736, salary will reflect post-DVM training and experience. The position comes with a comprehensive benefits package, which includes pension plan, life insurance, sick leave, travel insurance, death benefit, dental plan, extended health and vision care plan, employee

assistance program and flexible health and wellness spending program.

For complete posting see [www.jobs.usask.ca](http://www.jobs.usask.ca).

## SASKATOON

POSTED: SEPTEMBER 13, 2017  
Erindale Animal Hospital is accepting applications for a veterinarian to join our growing small animal practice to fill a maternity leave position. Our clinic is newly designed to adhere to the "Fear Free Movement" and is located in the Co-op on Attridge commercial mall.

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, ultrasound and dental equipment.

Are you an energetic team player? Do you have superior communication skills and a passion for veterinary medicine? Do you want to be a part of the Fear Free Movement? 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. Please submit a resume with 3 references that we may contact to [eah@sasktel.net](mailto:eah@sasktel.net).

## SASKATOON

POSTED: AUGUST 15, 2017

Lawson Heights Animal Hospital is seeking a veterinarian for a busy, progressive small animal hospital located in Saskatoon. We are searching for a confident, self-directed, highly motivated veterinarian. Applicant should possess excellent communication skills and have the ability to work within a team environment. Remuneration to commensurate with skills and experience. Please forward resume to: [lhah\\_pcinc@yahoo.ca](mailto:lhah_pcinc@yahoo.ca), with subject line: Resumé.

## TURTLEFORD

POSTED: AUGUST 28, 2017

Hardes Veterinary Services is looking for a fourth vet to join our busy mixed animal practice in Turtleford, SK. There is potential for a full or part time position with some on call. Competitive salary and benefits offered. Preferably looking for a vet with experience in mixed

animal practice but will consider new grads.

We purchased the practice in November 2016 and are currently working on upgrading equipment and facilities. Hardes Veterinary Services is a progressive practice with in clinic and portable CR radiograph equipment, large and small animal facilities as well as portable ultrasound and in house IDEXX blood machines. We currently do 50/50 large/small animals with approximately 35-40 percent bovine and 10-15 percent equine on the large animal side.

We have a small staff base and so the applicant must be able to work as part of a team, be motivated and hard working as well as be able to adapt to many situations. We are looking for an upbeat, driven individual to join us at our busy and very diverse practice. Please contact us @ (306) 845-2870 if you have any questions regarding this ad or the practice. Send resumes to [paul@hardesvet.com](mailto:paul@hardesvet.com) or fax to (306) 845-2200

## LLOYDMINSTER (AB)

POSTED: SEPTEMBER 14, 2017

Weir Veterinary Services is seeking a full-time mixed-animal practitioner to perform medicine and surgery with our veterinary health team. We are in need of an energetic, enthusiastic individual who works well in a team environment and who is passionate about veterinary-client relationships. You would be an addition to our 7 veterinarian practice staffed with receptionists, VMA's and Veterinary Technologists. The practice is 60% companion animal, and 40% large animal (cow-calf, small ruminant, equine, elk, bison etc.). We take pride in providing both in-clinic and on-farm services including: herd health programs, pregnancy diagnosis via ultrasound, bull soundness evaluation, as well as daily emergency services. Emergency call is shared rotation, with obstetrical cases being done in clinic. We're also proud of our ability to treat and diagnose our companion animals with Idexx in-house lab equipment, digital x-ray, a dental cart, a therapeutic laser, and a basic endoscope. There is plenty of opportunity for continuing education and we have an experienced staff who are willing to help a newer graduate. Remuneration will depend on motivation, experience and commitment. Confidential resumes may be sent by email

weirvetoffice@gmail.com or find us online at [www.weirvet.com](http://www.weirvet.com)

## TECHNOLOGISTS REQUIRED

### MOOSE JAW

POSTED: OCTOBER 18, 2017

Busy mixed animal practice seeking a licenced RVT/AHT to join our team of 8 veterinarians and 5 RVTs. Duties will be primarily in-clinic focusing on anesthesia, lab work, radiology, and dentals. However, there are seasonal opportunities to go out on farm.

The successful candidate will be outgoing, hard-working and confident. We offer paid association fees, CE allowance and health benefits. If you are interested in joining our team please forward your resume to the attention of Dr Ram Changar E-mail: [myvet@mjanimalclinic.com](mailto:myvet@mjanimalclinic.com), Fax: (306) 693-2798 or Snail mail: Moose Jaw Animal Clinic, Box 820, Moose Jaw SK S6H 4P5

### SASKATOON

POSTED: THURSDAY OCTOBER 12, 2017

The Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac; [vido.org](http://vido.org)) at the U of S is seeking a Research Animal Husbandry Technician to work with a farm animals, poultry and laboratory animals in Biosafety Containment Levels 2 and 3. VIDO-InterVac performs infectious disease research and vaccine development for humans and animals. Must have excellent communication and organizational skills and meticulous attention to detail. Will be expected to work in a team-based research environment. Must be willing to undertake additional job-specific training. Duties include: blood/tissue sampling; injections and other technical procedures; observing, reporting clinical signs; humane euthanasia; communicating effectively in a timely manner; scheduling animal trials; keeping accurate, detailed records; safely performing duties in CL3 facilities wearing appropriate personal protective equipment; cleaning, feeding, handling farm and laboratory animals according to Canadian Council on Animal Care guidelines; setting-up, maintaining, repairing indoor/outdoor pens, feeders, waterers; pressure washing and disinfecting animal rooms, equipment; other duties as assigned. Preference will be given to a Veterinary or Animal Health Technologist or applicants with a Diploma or Degree in Animal Science. Applicants with equivalent experience with farm and/or laboratory animals may be considered. Please see [vido.org/careers/](http://vido.org/careers/) for complete job description and application details.

### SASKATOON

POSTED: AUGUST 14, 2017

VCA Canada All West Animal Hospital is currently recruiting 2 full-time Registered Veterinary Technologists. We are looking for someone with a positive attitude, great communication skills and exceptional client service skills that will make a good first impression with our

clients! New grads are welcome to apply!

**About Us** Located in the beautiful city of Saskatoon or as we call it "Land of the living skies", VCA Canada All West Animal Hospital is a primary care companion animal hospital that offers a warm and friendly work space, where compassion, respect and progressive medicine are at the center of everything we do. We offer a full range of services which include diagnostics, pet wellness care, canine and feline dentistry, nutrition and surgery. The clinic boasts a great reputation among clients and our energetic, friendly staff make for a great working environment.

#### About Our Candidate

As the ideal candidate you will have:

- A positive attitude and teamwork mentality
- Exceptional client service and interpersonal skills
- Strong organization skills and the ability work under pressure
- Motivation to develop your knowledge and skills and be an "A" team player

**Why VCA?** VCA Canada is the largest network of companion animal hospitals, devoted to providing compassionate care for pets. Our team of over 2500 people operate specialty-referral, primary care, alternative therapy and emergency hospitals and are committed to providing superior patient care and client experience. At our core are our people – people we think of as family. Our different strengths and interests enrich and improve us with diversity, innovation and excellence. In support we are national leaders in career development and growth opportunities, continuing education, scholarships and awards. We are also passionate about giving back to the community through Paw It Forward, our national philanthropic program.

#### Here's what you can expect from us:

- Mentorship and support from our hospital leadership teams
- Professional development through annual VCA conferences and annual CE allowances to help upgrade your skills
- Industry leading customer service training through VCA's Client Experience Program
- A commitment to give back to the community through participation in charitable programs and initiatives

To top it all, we reward high performing team members! Our registered veterinary technicians have the opportunity to progress into roles as Team Leads and Hospital Managers. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Come join us!

For more information on who we are, what we do, Paw It Forward and opportunities with VCA, please visit us online at [vacanada.com](http://vacanada.com). Please forward us a copy of your resume and cover letter or LinkedIn profile to: [donna.mcbeth@vca.com](mailto:donna.mcbeth@vca.com). VCA Canada is committed to providing an inclusive and diverse

workplace and is an equal opportunity employer. If you require any assistance please let us know.

### SASKATOON

POSTED: AUGUST 8, 2017

Are you AWESOME? Are you looking for something DIFFERENT? So are we! Erindale Animal Hospital has moved to our NEW FEAR-FREE hospital!

Are you wanting to join a growing 4 doctor hospital/team with a strong focus on client services and clinic culture? Are you looking for fulfilment through meaningful relationships with clients? Are you dynamic, flexible, adaptable, reliable, and able to perform well in a fast paced environment? Do you believe in providing exceptional veterinary care to both patients and their owners through a relationship-centred approach? Are you an energetic, outgoing team player who is PASSIONATE about providing the BEST patient care and customer service? Do you LOVE working with PEOPLE and their PETS? Does a philosophy focused on and a building designed around low stress handling, cat friendly and fear free principles sound like a place you would like to work? If you answered "YES" to these questions, then Erindale Animal Hospital could be the veterinary hospital for YOU! We value initiative, a positive outlook, the ability to multitask, diligence and dedication to a job well done. We are recruiting registered technicians to join our AMAZING team focused on EXCEPTIONAL preventive care. The wage is competitive and commensurate with experience. We offer an interesting and challenging work environment, room for advancement and growth, a health and dental package to full-time employees, paid SAVT or other association dues, as well as continuing education, uniform allowance and subsidized pet care. Requirements:

- Experience in a veterinary hospital is preferred. On-going training to our specifications will be offered to any successful applicant.

- Strong written and oral communication skills, and interpersonal skills are needed as is a customer service approach
- Ability to multitask and thrive in a busy, client service driven environment
- A flexible schedule is necessary: Clinic hours are 7 am to 7 pm, 6 days per week, so the availability to perform occasional weekend and early evening work is preferred but not a requirement.
- Demonstrated competency in veterinary practice management software, MS Office Suite, POS systems and cash flow management.

Applicants must complete a formal application form, conduct an oral interview, pass a reference check and perform a "Working Interview" before the hiring process can be finalized. Please submit a resumé with 3 references that we may contact to [eah@sasktel.net](mailto:eah@sasktel.net). Only suitable applicants will be sent a formal application form. Thank you all

for your interest in EAH.

## VOAS WANTED

### SASKATOON

POSTED: SEPTEMBER 14, 2017

Are you AWESOME? Are you looking for something DIFFERENT? Are you dynamic, flexible, adaptable, reliable, and able to perform well in a fast paced environment? Do you like filing data and processing of patient files? If you answered "YES" to any of these questions then Erindale Animal Hospital may be the place for you. We value initiative, a positive outlook, the ability to multitask, diligence and dedication to a job well done. We are recruiting a flextime Administrative Assistant to join our AMAZING team focused on EXCEPTIONAL preventive care.

#### Job Position Entails:

- Data entry for patient files and processing of patient files and reminders.
- Mature candidate with good attention to detail
- Knowledge of basic veterinary care is an asset.
- Strong written and oral communication skills, as well as good interpersonal skills are needed
- Customer service approach
- Retired technicians or individuals with medical office experience welcome to apply

Applicants must complete a formal application form, conduct an oral interview, pass a reference check and perform a "Working Interview" before the hiring process can be finalized. Please submit a resumé with 3 references that we may contact to [eah@sasktel.net](mailto:eah@sasktel.net). Only suitable applicants will be sent a formal application form. Thank you all for your interest in Erindale Animal Hospital.

### WYNYARD

POSTED: SEPTEMBER 21, 2017

A newly established small animal clinic is looking for a personable, positive, efficient receptionist to join our team. Our newly renovated clinic is located in Wynyard Sask, a town with plenty of opportunities for work and play. Duties expected would include general reception and office duties, as well as some animal handling. Experience in the veterinary field is a huge asset, as are strong computer skills. If interested, please contact Dr. Kaylee Blerot at 306-560-3345 or [wagginwheelzvet@gmail.com](mailto:wagginwheelzvet@gmail.com)

## EQUIPMENT FOR SALE

### MOOSE JAW

POSTED: OCTOBER 12, 2017

2 x Reagent Packs for the SCIL Vet ABC Machine (Ex. 03/03/18)  
\$434.56 /each

Contact Nicolle at the Moose Jaw Animal Clinic  
306-692-3622

SAVE THE DATE for GREAT CE  
in Winnipeg this February!!



2018 | February 2-4  
Winnipeg, Manitoba

### Conference Highlights

**Fri**

- 19.5 hours of CE including Large Animal, Companion Animal, Practice Management and Wellness

**Sat**

- 24 hours of CE including Large Animal, Companion Animal, Practice Management, Wellness and VT Specific Sessions
- **Danny Joffe**
- **Trish Dowling**
- MVTA Reception and AGM

**Sun**

- 24 hours of CE including Large Animal, Companion Animal, Practice Management and Tech Specific sessions
- **David Liss, RVT**
- **Anthony Yu**

**NEW!** CenCan Scavenger Hunt  
with the Scavify mobile app!

Registration opens in December at  
[www.mvma.ca](http://www.mvma.ca)

Contact Tracy Rees for further information  
at [trees@mvma.ca](mailto:trees@mvma.ca)

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- Multiple late cut-off times for most clinic locations in Western Canada
- Next day, pre-paid delivery utilizing the WDDC dedicated fleet of ambient temperature controlled trucks
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- Multiple payment methods (Visa®, Mastercard®, Pre-authorized withdrawals and online banking payment option)
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- Integratable web link from our Professional Pet Products retail website
- Full line of instruments, kennels and cages, surgery tables and lights, veterinary and dental equipment
- Returns processed and credits issued within statement periods
- Prime Vendor Partner Program - ensuring competitive pricing for our members
- Custom member sales reporting, price ticket, shelf labels & barcode technologies
- Member Affinity Programs such as long distance, discounted courier rates, fuel discounts, waste disposal, office & janitorial supplies, blade sharpening & equipment repair, office equipment, educational programs, printing & promotional items & digital imaging, Staples Advantage, TD Merchant services, clinic insurance and financial lending programs
- Human Resource education and support for members
- Online controlled substance ordering with next day delivery (electronic signature)
- Vantage suite of programs CattleVantage™ (Herd Management Program), Advantage™ (informational media tool) PracticeVantage™ (complete practice management suite), EVantage™ (electronic educational tool), mobile and batch scan ordering tools
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For further information on the above services contact Customer Service  
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## MEMBERSHIP CHANGES

### SHORT TERM TO GENERAL

BERGERON, Tania ..... Jan 1  
STEWART, Jane ..... Jan 1

### EDUCATIONAL TO GENERAL

NUTT, Laura N. .... Aug 15  
SESHIA, Sunita ..... Oct 1

### T-GENERAL

CREELMAN, Cody ..... Oct 4  
FENTON, Heather ..... Jul 25  
GRAY, Kelsey ..... Aug 29  
HUNT, Kevin ..... Aug 1  
JURASEK, Megan ..... Oct 1  
ROSSEEL, Genevieve ..... Oct 6  
SAMARAWICKRAMA, Waruni .... Sep 20  
SPIKER, Deanna ..... Sep 1

### T-SHORT TERM

BURTON, Grady ..... 30 day, Aug 22  
GELENS, Hans C.J. .... 30 day, Oct 9  
..... 30 day, Jan 1  
MCDONALD, Laura G. .... 30 day, Oct 11  
MCMILLAN, Chantal ..... 30 day, Nov 6  
..... 30 day, Jan 1  
SINGH, Ameet ..... 30 day, Oct 23

### EDUCATIONAL

**TO LIMITED GENERAL**  
CARROZZO, Maria Valentina ..... Sep 1  
HENRIKSSON, Andrea ..... Oct 2

### T-LIMITED GENERAL

SCHMITZ, Cheryl ..... Sep 6

### T-LIMITED SHORT TERM

**TO T-LIMITED GENERAL**  
WICHTEL, Maureen ..... Aug 23

### T-LIMITED SHORT TERM

ADAMS, William M. .... 30 day, Oct 2

### GENERAL TO EDUCATIONAL

FAN, Vivian ..... Aug 1

### GENERAL TO LIFE PRACTISING

BOURQUE, Philippe L. .... Sep 8  
JANZEN, Judith G. .... Sep 8  
KERNALEGUEN, Anne Y. .... Sep 8  
KILPATRICK, Kenneth D. .... Sep 8  
MILLER, Don M. .... Sep 8  
MURRAY, J. Philip ..... Sep 8  
OMER, Richard A. .... Sep 8  
PEDERSON, Eldon O. .... Sep 8  
PENO, Raymond F. .... Sep 8  
WILSON, Donald J. .... Sep 8  
WOOD, Kenn G. .... Sep 8

### SHORT TERM

**TO LIFE PRACTISING SHORT TERM**  
HABERMEHL, Ken C. .... Sep 8

**SOCIAL TO LIFE NON-PRACTISING**  
TARKOWSKI, Janusz, A. .... Sep 8

### RESIGNED

CHISHOLM, Bronwyn ..... Dec 31  
CHISHOLM, Forbes Leigh ..... Dec 31  
DEVEREUX, Sacha ..... Aug 4  
GUNVALDSEN, Rayna ..... Dec 31  
HOLLY, Vanessa ..... Aug 4  
JOHNSTON, Charlotte A. .... Jul 31  
KHOO, Alison ..... Sep 20  
MARTIN, Kristen A. .... Jun 30  
MILO, Jewel ..... Sep 20  
MOORE, Christine ..... Jul 21  
SADAR, Miranda ..... Dec 31  
SPERRY, Elizabeth ..... Jul 18  
WHITTY, Justin ..... Sep 20



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