

SVM NEWS



SASKATCHEWAN
VETERINARY MEDICAL
ASSOCIATION

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president's perspective

Dr Lesley Sawa

Happy New Year! I hope everyone had a wonderful holiday, full of fun with family and friends.

2018 is going to bring many changes on the veterinary front and there will be some challenges ahead. The changes to prescription-only dispensing of antibiotics will be good for the continued effort to combat antibiotic resistance in human and animal medicine. This change however will bring some difficulties to veterinarians with the increase in time for prescription writing and maintaining the VCPR. I know we are up to the challenge. To ease the transition, the most important thing is to work together with clients and producers to educate them on the reasons for these changes.

Another thing that will change the veterinary landscape is the legalization of marijuana usage in Canada. Anecdotally, there have been some cases where marijuana has helped to ease pain and reduce seizure activity but there have been no real studies done about efficacy. Maybe these will be coming down the pipe in the next few years. The other issue that we will be facing is dogs consuming marijuana leaves and oils. In my years in practice, I have seen many cases of marijuana ingestion and toxicity. While there is usually a happy ending to these stories, the one plus is that we won't need to spend a long time weeding the story out of clients, they will just tell us straight out!

The update of the Animal Protection Act is a great step forward for animals in Saskatchewan. I think veterinarians have always worked at educating the public about welfare and health of animals. There are many factors that can contribute to a situation that ends with an animal being in distress and where we have tried to educate and resolve situations. Mandatory reporting will help us to solve some of these situations so that animals will be able to have freedom from the suffering caused by neglect and abuse. The Conversation about Animal Welfare in Saskatchewan CE is coming up fast- there will be full day CE sessions on dealing with the changes to the Animal Protection Act on March 3 in North Battleford, March 17 in Regina and April 7 in Saskatoon.

Visit the SVMA website to register.

The SVMA Group Health Insurance and Benefits Plan (GHP) is a go! Our SVMA staff has worked very hard to get this program going and it will provide some great coverage for our veterinarians, technicians, practice staff and families. Change is always hard, especially when you have had the same coverage for a long time. Our clinic took the time to compare the different levels of coverage and what we had on board and it did make sense to switch over. It may not work for some clinics, but it is definitely worth the time to look at this and take it into consideration if you have not already done so. I want to congratulate the SVMA staff for all their work and vision in bringing this plan forward for SVMA members.

Recently, I have been asked to do a lot of media interviews on a wide range of topics. There was the Halloween pet safety and chocolate ingestion interview in October. There was also an interview on the problems with the type of ice melts that are appropriate for use around animals. Our very bitter cold snap over the holidays was a concern for many in terms of frostbite, access to water and warmed shelter for pets. (Luckily, our clinic did not have any cases of severe frostbite this year.) There has been an increase in parvo cases around the province and this interview covered the topics of proper vaccination and treatment if your pet acquires the parvo virus. Finally, there have been several interviews on the legalization of marijuana and the toxic effects that might be associated with ingestion.

The media is interested in animal issues and this is an excellent way to get our message out to the general public, so try to take the time to speak with the media when they call. It only takes a few minutes and can bring important messages to a wide audience.

We are making great contributions to veterinary medicine and animal health in the province and should be both proud of the work we've done and excited to take on new challenges in relation to our profession. 2018 is going to be a great year! 🐾



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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:

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

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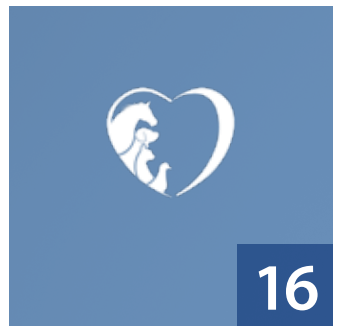
PEDIATRIC SPAY/NEUTER
YES OR NO?



COMPASSION
DOES NOT FATIGUE!



GROUP HEALTH PLAN
IS A GO



THE HUMAN SIDE
OF VET MEDICINE

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The Conversation about Animal Welfare in Saskatchewan

continues ...

REGIONAL CE DAYS ARE COMING AGAIN IN 2018

The effects of animal abuse and neglect touch all of us. The reality is, abuses of pets and livestock persist. This full day of approved scientific CE will address the following in a conversation with veterinary professionals about dealing with abuse and neglect:

- Changes to the SK Animal Protection Act: Issues and consequences of mandatory reporting; Goals and expectations of investigative process
- What the Human Model of Mandatory Abuse Reporting Can Teach Us
- Considerations for Euthanasia of Large and Small Animals: Timeliness; Transport of compromised animals
- Managing Nutritional Welfare Cases in Beef Cattle

WITH

Dennis Will, DVM
Retired CFIA Veterinarian

Yolande Seddon, PhD
Asst Prof. WCV
Large Animal Clinical Sciences

Kaley Pugh, MSc
Director, Animal Protection
Services of Saskatchewan

John Campbell, DVM
Professor, WCV Large Animal
Clinical Sciences

Judy Currie, DVM
SVMA Registrar

SATURDAY

MARCH 3

North Battleford

SATURDAY

MARCH 17

Regina

SATURDAY

APRIL 7

Saskatoon

**\$100 for
6H scientific CE
with lunch included.**

**Details and
registration at
www.svma.sk.ca**

*The veterinary profession's importance to animal
protection cannot be overstated. Please plan to attend
the Conversation about Animal Welfare in your area.*



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

registrar's desk

The SVMA Bylaw rewrite is progressing somewhat more slowly than initially anticipated. My original expectation was to have a draft out for member comment during the fall. I now plan to have a draft available for comment by members during the months of March and April. Following the 60 day comment period, any additions or changes suggested by members will be implemented during May and June.

The new Bylaws need to be complete by the beginning of July which is a busy month for office staff while preparations for the conference in September are wrapped up. We send the AGM report booklet out at least 30 days before the AGM so members have enough time to go through the information prior to attending the meeting.

A few sections of the current Bylaws will be significantly shorter in the new version. For example, a requirement for membership categories will be stated in the new Bylaws but the categories themselves will be defined in full in a separate, ancillary document that has been drafted for review by Council. Also under development are documents setting out criteria for continuing education standards, advertising standards and operational policies for prescribing and dispensing pharmaceuticals.

The CE policy document will define standards and criteria for creditable CE topics and set out the annual requirements, the system for auditing of CE credit claimed by members and any penalties for deficiencies that may be found. The operational policies for prescribing and dispensing will detail requirements for veterinarians to prescribe and dispense medications out of their own practice as well as the needed confirmations and record keeping for filling a prescription from another licenced veterinarian. Similarly, advertising standards will be addressed in a supplementary document.

These supplementary documents will allow for any updates to be made by Council without the need for a vote at an AGM.

In my August 2017 SVMA News article, I invited all of you to participate in the Bylaw rewrite by sending your ideas to me. So far I have received only two suggestions. Please take some time to review our current Bylaw document and the draft version that will be available for comment on the SVMA website. Email announcements will be sent to the email addresses the SVMA currently has on file. Please be certain your contact information is up to date so you don't miss your opportunity to participate in guiding the future of your Association. 🐾

HONEYBEE MANAGEMENT HEALTH & DISEASE



SK Agriculture, PDS and SVMA bring you lunch
and 4 hours of scientific CE on honeybee
management, health and disease, including:

- Bees as livestock and seasonal cycles
- An overview of bee biology – comparisons and contrasts to other livestock
- Bee management – commercial and small scale and implications to bee health
- Implications of bee biology on disease spread biosecurity and disease management – how this differs to other livestock animals
- Bacterial diseases; use of antibiotics
- Other important diseases and pests (particularly with symptoms that may be confused with the bacterial diseases)
- The Apiaries Act
- Prescription format for in-feed medication

PRESENTERS:

Geoff Wilson
*Provincial Apiculture Specialist,
Ministry of Agriculture*

Dr Elemir Simko
*Professor, Department
of Veterinary Pathology, WCVM*

Dr Wendy Wilkins
*Surveillance Veterinarian,
Ministry of Agriculture*

SATURDAY, FEBRUARY 10
10 am - 2:30 pm
REGINA

Tickets
\$20

SATURDAY, FEBRUARY 17
10 am - 2:30 pm
SASKATOON

REGISTER AT
www.svma.sk.ca



Clarence Bischoff DVM
Rabies Risk Assessment
Veterinarian

Rabies Reminders

Saskatchewan Agriculture has contracted with Saskatchewan veterinary practices and Prairie Diagnostic Services (PDS) to collect and ship samples for rabies testing. Nearly 1000 samples have been submitted for testing since the rollout of the Provincial Rabies Response Program on April 1, 2014. The vast majority of these samples have been submitted expediently and in compliance with the various rules and standards. Thank you to all involved for your dedication and service to your clients and the general public.

While the program has been operating well, there is always room for improvement. What can you do to continue to improve on this valuable service?

1. Ensure that each sample is collected and sent ASAP:

- If test results are delayed, Public Health may have to start exposed people on Rabies post-exposure prophylaxis (RPEP) unnecessarily, which is both costly to the health care system and stressful to the individual involved. In the best-case scenario, negative test results are quickly obtained and people do not have to undergo unnecessary Rabies prophylaxis.
- Pet owners often want to delay vaccinating or revaccinating their exposed animals until test results are known, and if positive test results are delayed, this may mean that the optimal window for post-exposure vaccination is missed.

2. Speed up the sample submission process by doing the following:

- Let me know ASAP if you have a case that is a Rabies suspect, e.g. domestic animal and/or human exposure and/or neurologic symptoms. I can then start the approval process for sending a sample for testing.
- Make sure that your client knows to make the animal available for sampling so that the process is completed in time to meet your courier's pickup schedule.
- If the body of the animal to be sampled is frozen, use pruning shears, a saw or a hatchet to remove the head from a

frozen small animal rather than waiting a couple of days for it to thaw. If using a hatchet, place it where you want the head severed and strike the hatchet with a heavy hammer. (This hatchet/hammer method could save you a trip to your local hospital's Emergency Room that may result if you wildly swing the hatchet to remove the head!) As you are removing the head of a Rabies suspect, always use personal protective equipment and ensure that your Rabies titre is adequate.

- Daily courier pickup is not available in all locations, so missing the next shipping opportunity may mean a delay of a several days in obtaining test results. Make it a priority for staff to prepare the sample for shipping and notify your courier in time for the next pickup opportunity. In many rural locations, missing the next shipping opportunity may mean that test results are delayed until the following week if you ship after Wednesday. Check the shipping opportunities for your location - some urban centers have drop-off locations that may start your package moving towards the lab, rather than waiting until the next pickup can be scheduled.

Note that CFIA's standard for sample fitness has been updated:

"Since domestic animals and livestock may be euthanized early in disease when antigen is sparse, all specimens where we only test one half of the brain will be declared unfit if no rabies antigen is found. If submitters want to keep part of the brain for other tests and submit for rabies testing they must send a cross section of the brain stem and cerebellum, as well as the hippocampus".

Given these parameters, and the need

for a confirmed negative or positive status, it is best to either submit the whole brain for Rabies testing or, if results are not needed urgently due to human contact with the animal, submit the whole brain to PDS, who will forward the necessary parts to the CFIA Lethbridge lab for testing while retaining the remainder for further testing if requested.

A note about dogs and cats that have bitten/scratched people within the last 10 days: when clients ask to have their pet euthanized, significant human contact with the animal may dictate that the euthanasia should be delayed until a 10 day observation period has elapsed. Check with local Public Health staff before agreeing to euthanize a pet that has bitten someone within the previous 10 days. If this step has been overlooked and the animal has already been euthanized, be sure not to freeze the body in a position that makes removing the head difficult. If you are unable to contact Public Health yourself, please let me know the details of the case so that I can assist you in contacting Public Health. Information needed for the decision to submit for Rabies testing and for completion of the lab form includes a short case history, the owner's name, phone number(s) and the owner's physical location (street address, legal land location or driving directions).

As always, please contact me with any questions that you may have about the Saskatchewan Rabies Response Program and submission of samples for Rabies testing. 🐾

Clarence Bischoff,
Rabies Risk Assessment Veterinarian
rrav@gov.sk.ca

Rabies Reporting Hotline
306-529-2190



PEDIATRIC SPAY/NEUTER

Yes or No?

Dr Leo Perlinger,
SVMA Animal Welfare Committee

WHY DO WE PERFORM PEDIATRIC NEUTERING (OVARIOHYSTERECTOMY/OVARECTOMY AND CASTRATION)?

It is generally accepted that 'early neutering' occurs between six and sixteen weeks of age. This practice is strongly supported by the CVMA, the Association of Shelter Veterinarians, and many other veterinary and animal welfare organizations as an essential method of population control in cats and dogs ^(1,2). As explained by Bushby and Griffin in "An overview of pediatric spay and neuter benefits and techniques", pet overpopulation is a complex problem that requires a multifactorial solution ⁽³⁾. The sterilization of shelter animals before they have the opportunity to reproduce and perpetuate the problem remains a key component of population control.

IS IT SAFE?

As a companion animal practitioner working with our local humane society and

multiple animal rescues, I have seen the success and benefits of pediatric neutering first hand. Sterilizing cats and dogs prior to adoption is the only way to guarantee that adopted animals cannot contribute to overpopulation, animal surrender and euthanasia. Beyond being an effective means of population control, pediatric neutering is easier and faster with a shorter recovery period than in adult animals ⁽⁴⁾.

Veterinarians who have not performed or observed pediatric surgeries are often uncomfortable with the procedure and feel that it poses greater risk for the patient. Many practitioners believe that pediatric patients have more risky anesthesia and more delicate tissues susceptible to tearing or breaking down. Research has shown that this is not necessarily true. While it is important to be comfortable inducing, intubating, and managing anesthesia of pediatric patients (including a diligent monitoring and regulation of their body

temperature), they also require smaller incisions, are technically simpler, and can have faster recoveries than animals who undergo the same surgery at the more traditionally recommended age of six months. A prospective and randomized study at Texas A&M showed the safety and lower complication rates of pediatric surgeries. The complication rate of animals neutered at less than twelve weeks was 6.5% whereas those neutered at greater than 24 weeks had a rate of 10.8% ⁽⁴⁾.

LONG-TERM CONSIDERATIONS

In recent years there has been growing concern over the long-term risks of spaying and neutering dogs. The 2013 study out of UC Davis finding a correlation between neutered Golden Retriever dogs and some joint disorders and cancers has many veterinarians questioning their traditional neutering recommendations ⁽⁵⁾. This is a topic that will remain highly debated until

The SVMA (Sask Vets) hosted a tradeshow booth at Agribition in November 2017.

Volunteer DVMs, RVTs and SVMA staff took turns throughout the week representing SaskVets at the booth and educating the public about the veterinary profession,

regulation of veterinary medicine, and the upcoming addition of antimicrobials to the prescription drug list. They also handed out coloring books to all the younger visitors.

Thanks to all the volunteers who helped make the week a success!



further research on a more diverse population of dogs has been done to confirm or contradict the findings of the UC Davis study.

The purpose of this article is not to address the debate of every risk or benefit of spaying and neutering dogs and cats. It is still understood and accepted that spaying and neutering has multiple benefits to our patients. These benefits include, but are not limited to, a reduced risk of pyometra, decreased wandering and aggressive behaviour, and a reduction in prostatic hyperplasia and perianal adenoma formation. Client-owned pets have the luxury of discussing the risks and benefits of neutering in their individual situations and making an informed decision with the help of their veterinarian. For a shelter animal, the benefits of pediatric neutering are overwhelming. Sterilizing these pre-pubertal animals allows them to move into their new homes at a younger age, making more room for animals in our overcrowded shelters. This in turn contributes to reduces numbers of homeless animals on the street and euthanasias due to overcrowding.

VETERINARY EDUCATION

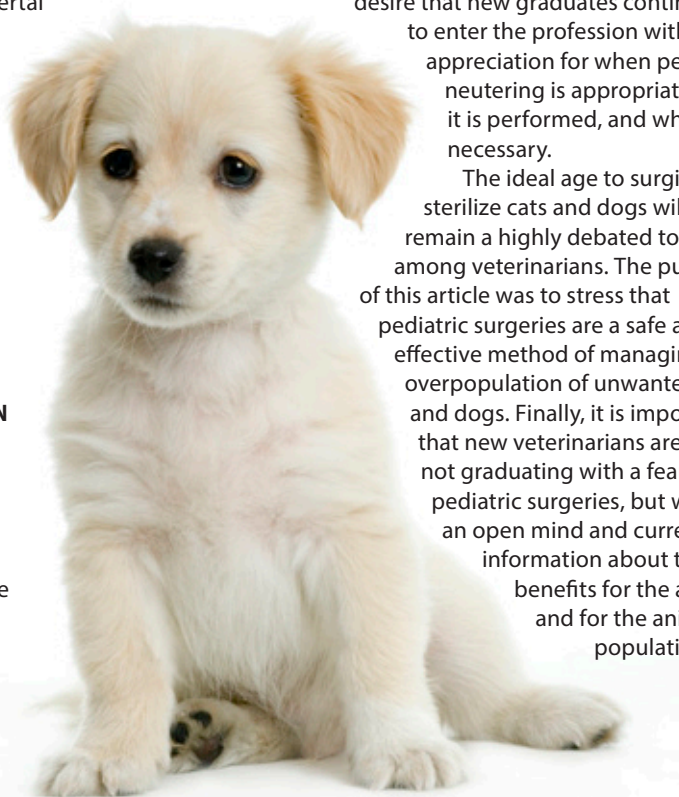
It is important that all veterinarians understand the safety and value of pediatric surgical sterilization, whether they will ever perform the surgery or not. A unified and informed voice from

veterinary professionals would increase public awareness and the acceptance of pediatric neutering as an effective tool to help control overpopulation of unwanted cats and dogs.

There is a publicly available overview of recommendations for surgeons performing these surgeries in "An overview of pediatric spay and neuter benefits and techniques" by Bushby and Griffin in 2011. For the welfare of our pet population it is important for new graduates to understand the benefits of, and the surgical techniques involved in, pediatric neutering. The veterinary surgery curriculum at WCVI does include pediatric neutering. It is presented as a necessary means of population control in the shelter or rescue setting.

We in the animal welfare committee feel that this is an important lesson. It is our desire that new graduates continue to enter the profession with an appreciation for when pediatric neutering is appropriate, how it is performed, and why it is necessary.

The ideal age to surgically sterilize cats and dogs will remain a highly debated topic among veterinarians. The purpose of this article was to stress that pediatric surgeries are a safe and effective method of managing the overpopulation of unwanted cats and dogs. Finally, it is important that new veterinarians are not graduating with a fear of pediatric surgeries, but with an open mind and current information about the benefits for the animal and for the animal population. 🐾



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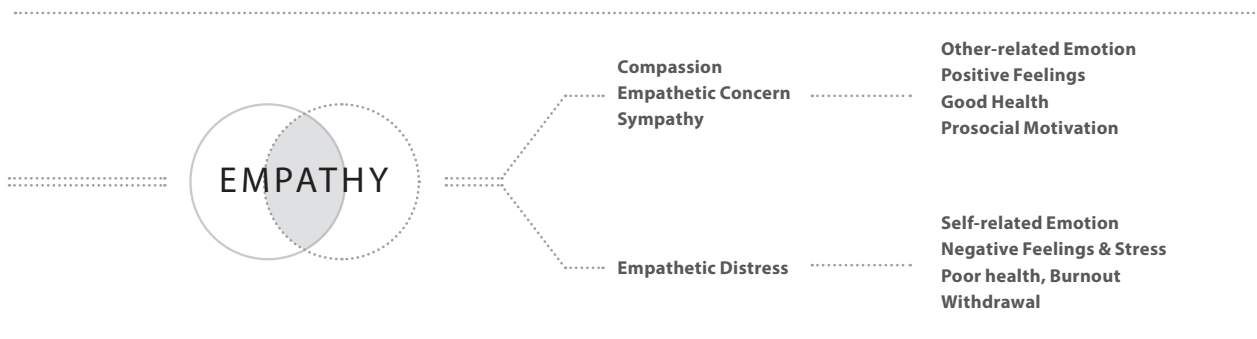
COMPASSION DOES NOT FATIGUE!

Dr Trisha Dowling,
WCVN Veterinary Clinical Pharmacology



In the health care professions, the words compassion and empathy are frequently used interchangeably, and the term *compassion fatigue* is often used to describe a type of post-traumatic stress disorder. According to Dr. Charles Figley¹ of Tulane University, "Compassion fatigue is a state experienced by those helping people or animals in distress; it is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper." But emerging research from the social neuroscience laboratory of Dr Tania Singer of the Max Planck Institute for Human Cognitive and Brain Sciences in Germany shows that compassion fatigue is a misnomer and that it is empathy that fatigues in care givers, not compassion!²

Understanding the neurophysiological differences between empathy and compassion is critical to alleviating the emotional distress frequently experienced by veterinarians and veterinary technologists. To explain the differences, Singer developed this hierarchy model of empathy and compassion:



EMPATHY

Empathy is a mental construct that allows us to resonate with others' positive and negative feelings. We can feel happy at the joy of others and we can feel distress when we observe someone in physical or mental pain. While sharing positive emotions with others is certainly pleasant, the sharing of negative emotions can be difficult.

The development of functional magnetic resonance imaging (fMRI) opened the way for neuroscientists to explore the brain circuitry involved when people experience pain in themselves as well as when they observe someone else feeling pain. To investigate pain-related empathy, Dr Singer studied married couples, with the assumption that couples are likely to feel empathy for each other. Using fMRI scanners, she investigated the brain networks that were activated when a painful stimulus was applied to the hand of one partner and the other partner could see and hear their reaction. Areas of the anterior insula and the anterior middle cingulate cortex were activated when subjects received pain but also when they observed that their partner

experienced pain. Other parts of the pain network were activated only in the partner actually receiving the painful stimulus. Singer concluded that the part of the pain network associated with its emotional qualities, but not its sensory qualities, mediates empathy for suffering.³ Thus, both the firsthand experience of pain and the knowledge that a beloved partner is experiencing pain activate the same emotional brain circuits.

In human interactions, feeling empathy is the first step in building social connection. But it is very important that in empathy you feel with the other person, but you don't confuse yourself with the other; you still know that the emotion you resonate with is the emotion of the other person.⁴ A good example of appropriate empathy is helping a client through the euthanasia experience. As I have euthanized many of my own animals during my 30 year veterinary career, I can express to the client "I know how you feel" and I feel my own sadness during the euthanasia process. But I can tell that I'm feeling and honoring their grief and not making the grief my own.

After empathy establishes the connection between us, the second step of the hierarchy can diverge into the processes of empathetic distress or compassion and empathetic concern. Whether observation of distress in others leads to empathetic concern and altruistic motivation or to personal distress and self-centered emotions depends upon our capacity for "self-other" differentiation.⁵

When the "self-other" distinction becomes blurred and we take on the emotional pain of the other person as our own pain, empathetic distress results. In my euthanasia example, if I'm not able to distinguish my client's grief from my grief over the loss of my own animals, then I move into empathetic distress. Empathetic distress is the strong aversive and self-oriented response to the suffering of others, accompanied by the desire to withdraw from a situation in order to protect oneself from excessive negative feelings. As I become overwhelmed by my own euthanasia-associated grief, I may try to avoid the aversive situation by rushing the client through the euthanasia process and withdraw from further interactions with my client as

Compassion does not fatigue continued

a mechanism to protect myself. The fMRI data show that adopting the self-perspective leads to increased activation in brain areas involved in the processing of threat or pain, such as the amygdala.⁵ Chronic pain, whether mental or physical, depletes dopamine levels within brain circuits mediating reward and motivation.⁶ When locked into empathic distress, we have a blunted capacity to experience pleasure along with decreased motivation for natural rewards. Chronic depletion of dopamine from repeated episodes of empathic distress is what leads to burnout, characterized in health care professionals as emotional exhaustion, withdrawal, depersonalization, and a decreased sense of personal accomplishment due to work-related stress.⁷

COMPASSION

In contrast to empathy, compassion is characterized by feelings of warmth, concern and care for the other, as well as a strong motivation to improve the other's wellbeing. Compassion goes beyond feeling with the other to feeling for the other. Unlike empathy, compassion increases activity in the areas of the brain involved in dopaminergic reward and oxytocin-related affiliative processes, and enhances positive emotions in response to adverse situations.⁸ While empathizing with my client making a euthanasia decision invokes my own feelings of sadness, moving to compassion for my client's situation results in sympathy, empathic concern and positive emotional feelings that counterbalance my sadness and cause me to take action to help my client. Instead of withdrawing and rushing through the procedure in self-defence, compassion enables me to slow down and be present with my client without experiencing distress.

This is the critical property of compassion that differentiates it from empathy. Because compassion generates positive emotions, it counteracts negative effects of empathy elicited by experiencing others' suffering. And unlike the dopamine depletion that occurs from activation of the pain networks, the neural networks activated when people feel compassion towards others activates brain areas linked to reward processing that are full of receptors for oxytocin and vasopressin, the neuropeptides that are crucial in attachment and bonding.² Compassion does not fatigue – it is neurologically rejuvenating!

CULTIVATING COMPASSION

Interventions to deal with burnout in health care professionals typically focus on stress management and other self-care strategies, but have little evidence of efficacy.⁷ While self-care is always a good thing, Singer and other neuroscientists have proven that compassion is a skill that can be cultivated, and that empathic distress can be reversed, by learning how to turn empathy into compassion.

The most well studied techniques for compassion skills are found in mindfulness meditation programs. Even with short periods of compassion training, participants continue to feel empathy for the suffering of others, but gain the capacity to feel positive emotions without feeling distress.⁸

Here's an easy way to remember the difference between empathic distress and compassion:

Ask yourself the question, what's the difference between

ILLNESS and WELLNESS?

A: | There's an "I" in illness and a "WE" in wellness!

With the understanding that empathic distress is self-centered while compassion is other-centered, it should come as no surprise that wellness is a social phenomenon and the techniques for cultivating compassion are taught in groups with interactive exercises. In fact, many studies now demonstrate that compassion training leads to long-lasting changes in attitudes and behaviors toward other people that transcend the specific situation in which compassionate feelings were evoked, and moreover that these prosocial behaviours transfer to a broad range of people and situations.^{9,10}

If this brief introduction to the neurological basis of compassion intrigues you and you'd like to learn more, then consider attending the 2018 SVMA Revitalization Retreat,

Building Resiliency, Cultivating Compassion, and Putting Them 'into Practice'

April 28-29, 2018
Living Skies Retreat Centre
Qu'Appelle Valley SK

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LIVING SKIES

Retreat & Conference Centre

'Springing Forward'

Veterinary Retreat

Building Resiliency, Cultivating Compassion,
and Putting Them 'into Practice'

SATURDAY/SUNDAY APRIL 28-29, 2018

Living Skies Retreat and Conference Centre (formerly St. Michael's) in the beautiful Qu'Appelle Valley.

Your 24-hour getaway begins late afternoon Saturday April 28 and goes to the same time on Sunday (perfect for vets and vet techs on Saturday duty!) The retreat has been

designed to refresh mind, body and spirit.

All meals and snacks, private sleeping accommodations at Living Skies Retreat Centre, interactive CE (# CE hours TBA) and a refreshed perspective on veterinary practice are included in the \$200 fee. Register by Friday April 13 please at www.svma.sk.ca

Facilitators:

Trisha Dowling, Erin Wasson, Lynne Sandmeyer and Kathleen Kiel





When needed...

wellness supports are available

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

If you are feeling burned out, at your wits' end or even depressed, you may want to consider taking advantage of the counselling services that are available to you free of charge through the members' wellness program.

Features of the program include:

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

- Counselling services are available in the following cities:

Regina	Moose Jaw	Yorkton
Kindersley	Saskatoon	Prince Albert
La Ronge	Estevan	Weyburn
Coronach	Swift Current	North Battleford
Lloydminster		


- If a member has someone different they would like to see in their area, PPC can arrange the counselling coverage with that therapist, providing they are registered and insured.
- This service is absolutely confidential: no identifying information is given back to the SVMA office.

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

Professional Psychologists & Counsellors (PPC)

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

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

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

— THE SVMA —

GROUP HEALTH INSURANCE & BENEFITS PLAN

Is a Go!

— ★ —

Our SVMA Group Health Plan is in motion! Coverage through Saskatchewan Blue Cross is launching March 1st for all Saskatchewan practices and SVMA member DVMs, active RVTs and non-practising members who enrolled in the plan.

The door is now wide open for all individual enrollments through the SVMA office and for practice consultations/quotes with our advisors Ken and Don.

Don't worry if you missed the January 15 deadline- individuals can submit enrollment information anytime and have coverage the following month. Just verify with us when your coverage will be starting before you notify your current provider- typically 30 days notice is required for cancelling a policy, but be sure to check that with your current provider as well.

ENROLLING EARLY HAS IMPORTANT ADVANTAGES

DON'T WAIT TOO LONG ...

Blanket coverage of pre-existing conditions through the GHP is a limited time benefit.

All current members are eligible to enroll in the GHP with no coverage exclusions on pre-existing conditions, but only until midnight May 31, 2018. After May 31, 2018, existing SVMA members who enroll individually in the GHP will have to complete a medical history questionnaire, and approval of coverage for pre-existing conditions will no longer be guaranteed.

"I don't want to enroll right now because I have other coverage. What if that changes?"

- Any member DVM or active RVT who has coverage elsewhere will still be eligible for the GHP if their employment status changes (job ending, retirement, etc) and is eligible to have exclusions on pre-existing conditions waived if they enrol within 31 days of the date of job status change.
- Future SVMA members will have 31 days from the date of licensure to enrol in the GHP with exclusions for pre-existing conditions waived.

SVMA Group Health Plan

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

QUESTIONS?

Our GHP advisors Don (306) 270-6446 and Ken (306) 261-6965 are available to discuss GHP coverage inclusions and options and quote rates for your practice, or call the SVMA office anytime.

**VISIT WWW.SVMA.SK.CA
FOR COMPLETE DETAILS.**

.....
AN ANONYMOUS SASKATCHEWAN VETERINARIAN



THE HUMAN SIDE OF VETERINARY MEDICINE

While I am writing this, I'm sitting in my office feeling guilty because I have set a boundary. A boundary that was necessary, is reasonable and defensible. Yet I am full of anxiety and feel sick to my stomach.

As veterinarians, we work in a professional environment where the default expectation by many colleagues is that you should put yourself last and if you say "no", as justifiable as that "no" may be, you wear the "N" like a scarlet letter on your forehead. So instead, we say "yes", to everything.

Two years ago, I was one of those people – I thought it was absolutely natural to put myself last, to bend over backwards and spend my working days (and nights, and weekends) running around like crazy, chronically overcommitted, and "killing" myself trying to please everyone. The only person that I forgot in that scenario was myself.

The turning point came when I had to find out that my husband was cheating on me. It took a major life crisis, recovering from a terrible betrayal and going through a divorce, to examine my life and come to the conclusion that things had to change.

Initially, always having been the one to not let anyone down and just "suck it up and soldier on", I continued to go to work and kept all of my work-related commitments. Once again, this was for the sake of others: my colleagues, clients and patients;

it seemed more important than my own mental health and recovery.

It probably won't come as a surprise to anyone that this approach did not work long-term.

In the past year, I have gone through counseling, a medical leave and have spent a lot of time reading, thinking and examining my choices. Part of that process was the realization that I need better boundaries and that I have as much of a responsibility to my own well-being as I do to others. Moving forward, I am as committed to my job as ever and continue to be hard-working and ambitious; however, I am no longer prepared to put myself last. Sometimes that means having to say "no".

Reaching this conclusion is one thing, but living it is an ongoing daily challenge. I still find myself feeling guilty for saying "no", and continue to be haunted by the feeling that I have to justify my boundaries. It remains a work in progress. Fortunately, I have some very special people in my life who care about me and help me through the tough times.

In conclusion, yes we are a profession of helpers and caregivers, we deeply care about our colleagues, clients and our patients, but we also have a responsibility to ourselves, because if we push ourselves to the brink of mental and physical exhaustion, we are not helping anyone.

Animal Health Perspectives

Veterinary Diagnostics Partnering A Strategic Imperative from All Perspectives

By: Carl Johnson, DVM, CEO Prairie Diagnostic Services, Inc.



The world of veterinary diagnostic testing is much like the world of veterinary practice – at times routine, at other times rather challenging. Both worlds are complex and demanding, and both require continuous learning and on-going evolution to stay current. Changes in regulations affecting established processes, turnover in staff, and a shifting client base are common to both. Effective management of the complex, ever-changing nature of our businesses, requires strategic partnerships. They are critically important in both worlds.

Veterinary diagnostics are integral to evidence-based decision-making, providing supportive evidence that further validates the clinical history, observations and examination in the practice setting. Whether the diagnostics capabilities are in your clinic, or sent to a referral lab, a sound diagnostic testing strategy and proper interpretation of test results are imperative to good practice.

In the world of veterinary practice, provision of routine diagnostics is generally straight-

forward – the means for which is decided on the basis of test accuracy, turn around time and cost. Interpretation of routine diagnostic test outcomes is also straightforward for most practitioners. However, when faced with a difficult case work-up, it is imperative to have an experienced and highly skilled diagnostic team as your partner. Your referral diagnostic testing lab should help you develop the best testing strategy for the circumstances faced, identifying the appropriate tests and sam-

pling processes, to help ensure that you receive actionable data and cost savings in return. Just as important, your diagnostic partner should be that sounding board for you to help interpret test outcomes, and suggest subsequent testing if necessary to rule in or out your list of differential diagnoses, so that optimal treatment and prevention strategies are net result.

It is difficult at best to manage diagnostics in isolation – the world of veterinary practice is too diverse, too dynamic and too

WHAT'S INSIDE

- 1** Veterinary Diagnostics Partnering A Strategic Imperative from All Perspective
- 2** Emergency Disposal of Deadstock
- 3** Sudden Death in Livestock Associated with Poor Quality Water and/or Water Deprivation
- 4** PDS Now Offering BRD Panels

complex to know it all. Active collaboration with diagnostic experts (anatomic and clinical pathologists, and veterinary microbiologists, virologists, toxicologists), who in turn are routinely collaborating with other subject matter experts in their educational settings and professional associations, is great medicine.

Just as you experience in practice, the world of veterinary diagnostic testing also depends on effective collaboration and partnering. From the PDS perspective, our lab is actively engaged with other veterinary diagnostic labs through the Canadian Animal Health Laboratory Network (CAHLN), Canadian Animal Health Surveillance Network (CAHSN), Canadian Animal Health Surveillance System (CAHSS), Canada West Swine Health Intelligence Network (CW-SHIN), and the American Association of Veterinary Laboratory Diagnosticians (AAVLD). PDS not only contributes diagnostic data to various surveillance systems and networks, but also posts selected provincial surveillance information on its own website. Beyond the valuable surveillance

Continues on Page 2

Veterinary Diagnostics Partnering continued...

From Page 1

they collectively produce, these publicly funded laboratory networks help foster collaboration on other fronts, including but not limited to, disease outbreak preparedness, disease reporting and diagnostic test validation.

The Canada West Project, a multi-year effort to assess the capabilities and synergies across the western Canadian VDL network is beginning to bear fruit.

An Operating Committee has been actively pursuing opportunities for cost sharing, talent support and collaboration. For example, PDS and Manitoba's Veterinary Diagnostic Services have been successfully sharing Clinical Pathology talent in managing the ebbs and flows of caseload in 2017, and continue to explore other areas of collaboration of mutual benefit. Sharing

of best practices, SOPs, and other business related experiences helps avoid unnecessary duplication of effort, wasted time and expense.

Veterinary Diagnostic Labs also partner with commercial firms needing diagnostic support, whether it be for product development interests, for referral testing due to specific laboratory expertise, or for vali-

dating new diagnostic methods using clinical field cases. PDS is currently engaged in all of these activities, and will continue to seek opportunities to do so that will benefit all stakeholders, including your practice. Effective partnerships that serve the interests of all, make good business sense and are fundamental to the practice of great veterinary medicine!

Emergency Disposal of Deadstock

By: Darren Stovin, Environmental Engineer, Saskatchewan Ministry of Agriculture and Kathryn Tonita, Animal Health and Welfare Specialist, Saskatchewan Ministry of Agriculture

Veterinarians are typically the first call by a producer when an emergency situation is affecting their livestock.

Most farms have a plan for disposing of normally occurring death loss. Livestock producers are also encouraged to plan for disposal in the event of a catastrophic loss. In truth, few people spend time planning for emergencies although emergencies require timely and often urgent action and the disposal of large numbers of animals is costly. The five most common means of disposal are burial, composting, rendering, incineration and scavenging. Incineration rarely occurs and scavenging is not recommended.

Depending on the emergency, veterinarians may need to determine the cause of the death loss, treat sick animals or euthanize animals in distress.



Emergency situations can include, but are not limited to: suspect foreign animal diseases, emerging diseases, floods, fires and extreme weather events. Veterinarians in private practice are most likely to be the first to encounter and recognize a foreign animal disease once it

has gained entry into Canada and early recognition by veterinarians and reporting of is essential in preventing spread of a foreign animal disease.

In Saskatchewan, on-site burial is the preferred method of disposal. Saskatchewan's geology mostly consists of clay

till which lends itself to safe and secure disposal. Burial is a rapid, economic and realistic option.

Composting is a good option for normally occurring mortalities where geology is not suitable for burial. However, composting requires much greater attention. It is a tall

Sudden Death in Livestock Associated with Poor Quality Water and/or Water Deprivation

By: **Barry Blakley and Nathan Erickson, WCVM**

Occasionally, sudden deaths are encountered in livestock with no apparent cause. During years with limited rainfall, substantial losses are often associated with poor quality water or water deprivation. During the summer of 2017, several events of this na-

ture were recorded. Often, the event is emotionally devastating for both the producer and the veterinarian. The inability to treat and save affected animals produces a state of helplessness for all. In many instances, animal welfare concerns have prompt-

ed further investigation by regulatory authorities. Typically, the veterinarian has been contacted to investigate a sudden death outbreak in cattle. Upon arrival, dead animals are often located around or in the water source. History frequently indicates the animals were recently moved to the pasture within the past week. During extremely hot weather, the time period may be less. Often animals with the greatest water requirements, the lactating cows and the young calves, are over represented in the dead animals. Animals that are found dead elsewhere on the pasture are usually located near the fence lines, attempting to find water outside the grazing area. In herds containing a mix of dark and light colored cattle, the darker animals such as Black Angus that absorb more light energy are more severely affected.

Following initial movement onto the pasture, the cattle may refuse to drink the poor quality water. After several days, out of desperation, they are forced to drink the poor quality water. This accelerates the destructive physiological process resulting in sudden death. In the case of simple water deprivation, the sudden death may be precipitated by access to large quantities of good quality water which produces brain edema and swelling. Pasture managers inspecting cattle from a distance may not appreciate that the cattle are not drinking and are dehydrated until deaths are observed. Closer inspection may be desirable, but practically may be difficult to conduct. Depending upon

individual animal variation and water requirements, manifestations may range from sudden death to mild diarrhea. The quality of the water may also influence the time of onset and the clinical disease. In large animal populations, anorexia, dehydration, depression, ataxia, convulsions, ketosis, diarrhea, and downer animals may be encountered. During the hot weather, necropsy examination is often compromised by extensive autolysis. Generally, few gross lesions in addition to dehydration are observed. In some instances involving water deprivation, cerebral edema, swelling and hyperemia are present. If blood can be collected, the complete blood count may be relatively normal, although the packed cell volume, total protein, serum sodium and chloride are elevated reflecting the dehydration. The creatine kinase, an indicator of muscle damage, is often elevated in downer cattle or associated with convulsions. Reduced kidney perfusion may also produce an elevated urea.

In addition to animal evaluation, the water quality should be assessed. The sodium, sulfate, chloride and total dissolved solids in these incidents are often 20,000-50,000 mg/L. Water containing more than 5000 mg/L will impact on performance. Some producers state they have used the same water source in the past without a problem. Why is it a problem this year? Water quality can vary dramatically from year to year. Drought

order for a person not familiar with the process to compost one let alone several carcasses at the same time. Further, most people would prefer to have the carcasses out-of-sight and return to the business of farming.

A rendering service will remove carcasses for a fee. However, carcasses may not be accepted depending upon their condition. The service is costly and the capacity is limited. A truckload might hold only 50 head, so disposal will take some time. Ideally the carcasses would be disposed of within 48 hours of death. Rendering services in Saskatchewan is extremely limited.

Under the federal *Health of Animals Regulations*, movement of bovine origin deadstock off-site requires a Canadian Food Inspection Agency (CFIA) Specified Risk Material (SRM) permit. This complicates the task of moving the carcasses to either a landfill or a central disposal site. If a municipality wishes to establish a central disposal site then discussions should begin with government agencies well in advance of an emergency. These agencies would include Saskatchewan Ministry of Agriculture, Saskatchewan Ministry of Environment, Water

Security Agency, CFIA and the rural municipality.

Rural municipalities are a valuable resource for communicating with clients and arranging for clean-up, and they may have access to disposal equipment. In the event of an emergency disposal situation the Reeve of the rural municipality should be contacted about the situation as it may be affecting more producers in the area.

In the event of an emergency the Saskatchewan Ministry of Agriculture will offer advice on the suitability of any specific location for burial. If burial is not suitable then alternate means of disposal must be explored.

For more information on animal mortality procedures, please visit: <https://www.saskatchewan.ca/business/agriculture-natural-resources-and-industry/agribusiness-farmers-and-ranchers/livestock/livestock-and-the-environment/animal-mortality-procedures> or contact the Livestock Branch, Saskatchewan Ministry of Agriculture at 306-787-2150.

Continues on Page 4

Sudden Death in Livestock continued...

From Page 3

resulting in extensive evaporation, hot weather, the lack of spring runoff or poor snow cover are often factors. There are many other causes of sudden death in cattle and massive die offs under comparable circumstances. Etiologies may include blue green algae, poisonous plants, lead, arsenic, anthrax, nitrates, cyanide and fog fever. In many instances, the water quality is so poor that algae and poisonous plants will not grow. This is more typical in alkaline slough areas. Treatment of severely affected animals is often unsuccessful. The administration of electrolytes slowly to correct dehydration may be beneficial. If cattle are allowed access to large quantities of low salt water, electrolyte disturbances and rapid water uptake into the brain will precipitate the development of central nervous system edema swelling resulting in enhanced clinical disease and death.

In many of these incidents, it is a combination of poor quality water consumption and at least partial water deprivation resulting in dehydration and a loss of organ function. Rapid rehydration will result in increased severity of clinical disease and death. Analysis of brain tissue for sodium, potassium and

calcium is helpful. With simple dehydration, all elements are elevated. Upon rehydration, only the sodium concentration remains diagnostically relevant and elevated. Analysis of the liver after rehydration will all appear within normal limits. Liver analysis should be conducted to eliminate lead, arsenic or other trace mineral problems. Polioencephalomalacia, often a complication associated with high sulfate water, should also be investigated. To prevent future deaths related to water quality, closer, more frequent animal observation is important. Routine water testing is recommended, but many veterinarians are now purchasing water conductivity meters. Water can be tested simply in the field. A high conductivity value indicates poor quality water is present. Specific ion testing is needed to identify the exact nature of the problem. This testing will not detect organic toxicants like pesticides or oil.

Water quality problems seem to only become a concern when massive death losses are observed. In reality, as the water quality declines, livestock performance and profit margins are compromised. Subclinical losses can be substantial.

READERS' FEEDBACK

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

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

PDS NOW OFFERING BRD PANELS:

Bovine respiratory disease (BRD) is a syndrome caused by different bacterial and viral pathogens. The diagnostic challenge is determining which pathogen(s) should be tested for and in which order to optimize therapeutic interventions.

PDS Inc. is offering three BRD panels to make the diagnostic investigation of respiratory disease more convenient for field veterinarians. The elements of these panels are listed in the table below:

BRD PANEL [C&S + 6 TARGETS]: \$225.00

- Bacterial culture and antibiotic sensitivity testing
- PCR tests for: BRSV/PI3/IBR/coronavirus/*Mycoplasma bovis*
- Plus BVDV

BRD PANEL [6 TARGETS]: \$185.00

- PCR tests for: BRSV/PI3/IBR/coronavirus/*Mycoplasma bovis*
- Plus BVDV

BRD PANEL [5 TARGETS]: \$155.00

- PCR tests for: BRSV/PI3/IBR/coronavirus/*Mycoplasma bovis*

Recommended samples:

- Samples taken from acutely affected, untreated animals
- Deep nasal swabs with liquid Amies media for transport
- Fresh lung tissues with representative lesions

from the wcvm

An Update from the dean

Dr Douglas Freeman

Western College of Veterinary Medicine



Dr Douglas Freeman

WCVM Dean

As we evaluate our year ahead, the most pressing issue we face is the uncertain future of the Western College of Veterinary Medicine's funding structure. In October 2017, the Government of Alberta pulled out of the WCVM's 54-year Interprovincial Agreement, breaking its long-term partnership with the College and with the other three provinces.

The Alberta government's decision means the WCVM must deal with the loss of about \$8 million per year — one quarter of the college's annual operating funding. The considerable size of this funding cut is the type of loss that often results in program cuts at post-secondary institutions, which is not an option for a professional school.

The Province of Alberta's withdrawal from the longstanding partnership has put the WCVM's entire funding agreement in jeopardy at a critical time. Now more than ever, we need the Government of Saskatchewan's support and leadership as we work with all of our partnering provinces for a new funding agreement.

We call on the Saskatchewan Veterinary Medical Association and our alumni — who represent more than 70 per cent of the veterinarians practising in Saskatchewan — to speak out in support of the WCVM. Specifically, we need your help in highlighting the benefits that this regional veterinary college provides to its students as well as to Saskatchewan residents.

Here are some examples of key programs and services that the WCVM contributes to this province:

- For more than 25 years, the WCVM's Disease Investigation Unit has helped to protect the health of livestock and people by responding to animal health crises and providing early detection of emerging diseases or public health risks.

- The province's veterinary laboratory, Prairie Diagnostic Services, operates in partnership with the WCVM. This resource plays a critical role in providing early diagnoses of infectious diseases and alerting veterinarians to potential health issues.
- The WCVM Veterinary Medical Centre (VMC) provides a wide range of specialties and serves as the veterinary referral centre and emergency clinic for the province and the rest of Western Canada.
- The WCVM's Service Learning Program is helping to address the issue of dog overpopulation in northern Saskatchewan. With no veterinary services available in many remote communities, the WCVM's remote spay-neuter clinics provide the only local access to veterinary care for many of these northern residents.
- WCVM researchers are working in the fields of human health, Indigenous engagement and public health to help address the dog overpopulation and animal health issues in northern Saskatchewan. Research in animal health has a direct impact on producers, one example being the prevention of PEDV.
- The WCVM is an integral part of the U of S Livestock and Forage Centre of Excellence (LFCE), a remarkable, collaborative project that will enhance the University's contributions to

livestock research, education and public awareness.

- The WCVM's Veterinary Social Work Program, the first of its kind in Canada, provides animal owners with support and guidance about community support resources during stressful situations. The program also offers support to livestock producers who are facing herd loss because of disease, natural disasters or economic loss.

We also need the Government of Saskatchewan to recognize that increased investment in the WCVM brings positive returns for the entire province. For example, results of an independent regional economic and fiscal impact analysis of the WCVM's contributions to Saskatchewan showed that the WCVM supported nearly 700 jobs in Saskatchewan and contributed \$57.7 million to the province's GDP in 2014-15. What does that mean? Simply put, for every dollar the Saskatchewan government provides to the WCVM, 95 cents comes back through tax revenues generated on direct, indirect and induced activity. This college nearly pays for itself.

If you believe it's important for the Saskatchewan government to increase its support of the WCVM, please reach out to the province's Minister of Advanced Education and your MLA to let them know why it's important to increase funding for the WCVM. We are asking the SVMA leadership to voice their support for the WCVM as we move forward. Help us keep veterinary medicine strong in Western Canada. 🐾

FOR MORE WCVM NEWS, VISIT WCVMTODAY.COM OR FOLLOW @WCVMTODAY ON TWITTER OR FACEBOOK.
YOU CAN ALWAYS CONTACT ME (306-966-7448; DOUGLAS.FREEMAN@USASK.CA) IF YOU HAVE QUESTIONS.

“ Betty has been an important contributor to the veterinary profession for decades. She continues to bring an invaluable, experienced perspective to SVMA Council.”

RECOGNIZED FOR EXCELLENCE



MORE UPDATES TO THE VETERINARY RESOURCE BINDER

those who have shared ideas to be incorporated into this project to make it a success. Stay tuned for the next edition later this year!

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

EFFECTIVE DECEMBER 1, 2018 A VETERINARY PRESCRIPTION WILL BE NEEDED TO USE MEDICALLY IMPORTANT ANTIBIOTICS IN ANIMALS

Health Canada is moving a number of Medically Important Antimicrobials (MIAs) approved for veterinary use before 2004 to the Prescription Drug List (PDL). Health Canada will establish the same level of oversight for those MIAs approved before 2004 as for those approved after. Visit the *Responsible use of Medically Important Antimicrobials in Animals* section on the Government of Canada website for more information. In addition, from November 13, 2017 these antimicrobials can no longer be imported for own use. Medically important antimicrobials are available with a veterinary prescription, from a veterinarian, pharmacist, or as a mixed medicated feed from a feed mill.

The CVMA has been engaging with the Veterinary Drugs Directorate through a sub-committee of the Canadian Animal Health Products Regulatory Advisory Committee. Visit [canadianveterinarians.net/policy-advocacy/veterinary-](http://canadianveterinarians.net/policy-advocacy/veterinary-oversight-of-antimicrobial-use-in-canada)

oversight-of-antimicrobial-use-in-canada for more information.

CVMA PROVIDED INPUT TO HEALTH CANADA ON THE FEE PROPOSAL FOR DRUGS AND MEDICAL DEVICES

The CVMA raised several concerns and made suggestions to Health Canada on the Fee Proposal for Drugs and Medical Devices before the consultation period ended on January 4, 2018. The CVMA is concerned that the implications for manufacturers could result in unintended consequences that would negatively impact animal health and food safety. The CVMA strongly supports veterinarians being able to access effective animal health products for the benefit of their clients and patients. The limited resources in the existing regulatory system should not be put under extra pressure that would result from the proposed fee increases. The CVMA urged Health Canada to proceed with caution as it reviews its fee schedule and that its analysis include consideration of the benefits of facilitating the availability of safe and effective animal health products in the Canadian marketplace for the public good.

PROPOSED FEDERAL TAX CHANGES FOR SMALL BUSINESSES: COALITION'S WORK CONTINUES

The CVMA is part of the Coalition for Small Business Tax Fairness which opposes the federal government's tax proposals that would dramatically change the way incorporated small businesses are taxed in Canada. Veterinarians with businesses should work closely with accountant professionals to understand implications to your individual situation. Read the latest information here: smallbiztaxfairness.ca.

HEALTH CANADA CONSULTED WITH CVMA REGARDING ONGOING REVIEW FLEA AND TICK SPOT-ON PRODUCTS

At the end of 2017, Health Canada's Pest Management Regulatory Agency (PMRA) requested a consultation with the CVMA regarding its ongoing review of pesticide flea and tick spot-on products, including a discussion of possible mitigation options. Discussion from the consultation will aid in PMRA's development of future documentation.

SCIENCE AND KNOWLEDGE

2018 CVMA AWARD NOMINATIONS DUE

Each year the CVMA proudly recognizes individuals who have demonstrated significant accomplishments, exemplary leadership, and tireless commitment to Canada's veterinary community. Nominations are due on January 31, 2018. Visit the CVMA Awards section of canadianveterinarians.net (under About CVMA) for more information.

APPLY FOR CVMA EMERGING LEADERS PROGRAM SPONSORSHIP

The ELP offers an opportunity to explore your approach to personal and professional accomplishments and working relationships. The ELP takes place on July 5, 2:30 - 6 p.m. and July 6, 2018, 8 a.m. - 2 p.m., during the annual convention. CVMA members who graduated within the last 10 years (2007 or later) can apply for full sponsorship to participate (up to two sponsored participants per province will be selected). Visit the Emerging Leaders Program page under the Science & Knowledge section of our website for more information. Applications are due March 23, 2018.



A PATH OUTSIDE OF PRACTICE: VETERINARIANS EMPLOYED IN GOVERNMENT, INDUSTRY, AND ACADEME

A large number of veterinarians are employed in fields outside of private practice – from roles in government, positions at academic institutions, to employment within the animal nutrition and pharmaceutical fields. Read the full Veterinary Practice Management article under the Practice & Economics tab, Practice Management Resources section of our website.

VALUE OF MEMBERSHIP

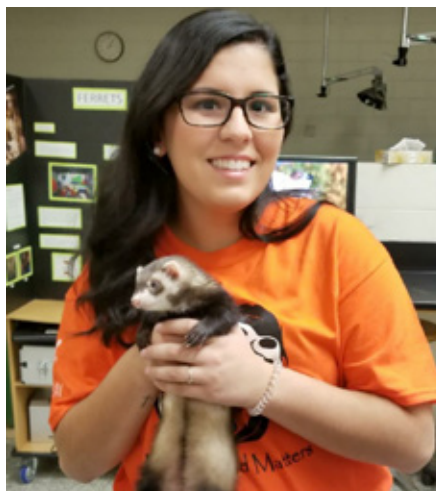
NEW CVMA MEMBERSHIP PORTAL

The CVMA has moved its membership management system to a new platform. Access the portal by visiting canadianveterinarians.net and clicking the 'Login' link at the top of the homepage. Please note: your CVMA login credentials have changed to 'email and password'. Log in to review and update your profile and reset a new password. Please notify the CVMA if you experience difficulties.

PLANNING TO HIT THE SLOPES OF MONT TREMBLANT THIS WINTER? SAVE WITH CVMA DISCOUNTS!

CVMA has negotiated the best rates to enjoy the slopes of Mont Tremblant through SkiMax. Contact us at admin@cvma-acmv.org for more information.

Contact your provincial Council Representative,
Dr. Terri Chotowetz at tchotowetz@gmail.com.



on campus at the wcvm

Joana Bruce

I hope everyone's Christmas and New Years was fun and relaxing. I know we students enjoyed the time away from school after exams and are already having fun this new year!

In November, the Production Animal Club (PAC) went to Alberta for their annual PAC trip. We had a whole weekend of tours and wet labs planned at different production systems in Alberta. About 25 students went on the trip and were split up into two groups. One group of students went to Poultry Health Services in Airdrie where new graduate Dr Luke Nickel demonstrated how to perform poultry necropsies and what to look for in specific diseases. Following the necropsies, WCVm alumnus Dr Tom Inglis did a presentation and group discussion on the future of the

poultry industry in developing countries. The second group toured a sheep feedlot for most of the day, learning about the differences between cattle and sheep feedlots. Later, both groups met at Namaka Feedlot and performed several necropsies with another WCVm alumnus, Dr Cody Creelman. On the last day of the trip, the Production Animal Club visited Rock Ridge Dairy, which is a goat dairy that processes their own milk and cheese near Ponoka, Alberta.

Just before Christmas, the third years held their last happy hour event of the year followed by the Western College of Veterinary Students Association putting on a "high school graduation" themed social.

In January, students enjoyed the CVMA Symposium, which is hosted by a different Canadian veterinary school each year. This year's symposium was hosted by the Atlantic Veterinary College in Charlottetown, Prince Edward Island. The symposium is where students from the various Canadian veterinary schools meet up and learn from a series of lectures and wet labs organized by that year's host school. I have been to the CVMA Symposium every year since my first year of vet school and believe they are 100% worth going to! I have made many new connections, and have learned a lot from the numerous wet lab choices offered that we may not have had available at WCVm. It is awesome to see what each school has to offer.

The 2018 WCABP Conference was held in Calgary in January. During this conference there were receptions, interactive discussion panels and multiple presentations presented by highly respectable veterinarians, some even WCVm alumni! 🐾



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CVMA EMERGING LEADERS PROGRAM

**July 5 and 6, 2018
Vancouver BC**

INVITATION TO APPLY FOR SPONSORSHIP

Low staff morale, burnout, financial challenges, workplace drama and a host of related challenges can easily make our veterinary careers less fulfilling. The Canadian Veterinary Medical Association's (CVMA) Emerging Leaders Program (ELP) can help bring joy back into the workplace by teaching you how to cope with a variety of challenges encountered in veterinary practice.

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

Since its inception in 2010, 225 DVMS have participated in the program. You can join this amazing group of rising stars as this unique leadership experience is open to all CVMA DVM Members. With sponsorship from Virox Animal Health, CVMA and SVMA are offering the opportunity for two SVMA members who graduated in 2007 or later to obtain full sponsorship to participate in the program.

In addition to the ELP session, participants are also invited to CVMA's signature events including the 2018 CVMA Summit and the CVMA AGM and Awards Luncheon.

Sponsored participants will receive the following:

- Travel to and from Vancouver, BC
- Two nights' accommodation at the JW Marriott parq Vancouver
- Eight-hour workshop with Dr Rick DeBowes
- Complimentary registration for the 2018 CVMA Convention

WHEN

July 5, 2:30 to 6:00 pm

July 6, 8:00 am to 2:00 pm

WHERE

JW Marriott parq Vancouver



WHAT PAST SVMA PARTICIPANTS SAY:

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

- Dr Steve Kruzeniski

"The Emerging Leaders seminar was invaluable. Dr De Bowes is an exceptional speaker who inspires out-of-the-box thinking, integrity, and collaboration from everyone present at the seminar. He teaches leadership principles that apply to both professional and personal aspects of our lives as veterinarians....The EL program impacted my perception of leadership and provided me with a skill set that I know will be valuable throughout my entire career. I highly recommended the program for any young veterinarians who want to give their careers a boost!"

- Dr Stephanie Osinchuk

HOW TO APPLY FOR SPONSORSHIP

SVMA members who graduated within the last 10 years (2007 or later) can apply for full sponsorship to participate in the ELP. Up to two sponsored participants per province will be selected.

If you would like to apply for sponsorship, please visit <https://www.canadianveterinarians.net/science-knowledge/sponsorship> or contact Sarah Cunningham at scunningham@cvma-acmv.org by March 23, 2018.

SAVT update

Breanne Barber, RVT
SAVT President Elect

The SVMA and SAVT worked together in many ways in 2017 to strengthen our relationship and we look forward to it continuing into 2018. SAVT works hard on matters that make us the strong association that we are. We work in partnership with the SVMA, as any RVT working in Saskatchewan must be registered with both the SAVT and the SVMA. The deadline for submitting membership renewals was December 31, 2017, with the final total being 475 Active members, 8 Social members, 56 Student members and 1 Lifetime Member.

On November 3-5, 2017 we held our 33rd Annual SAVT Conference in Saskatoon and the total number in attendance was 294. That was one of our biggest conferences yet! All who attended found ways to support the conference theme: 'Creating Connections and Building Bridges' along with colleagues, speakers and guests from other VT

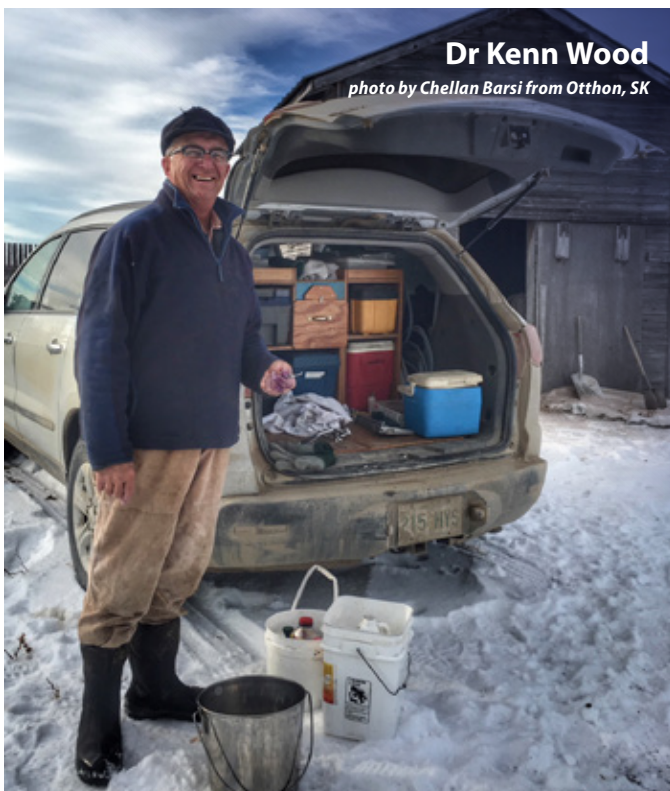
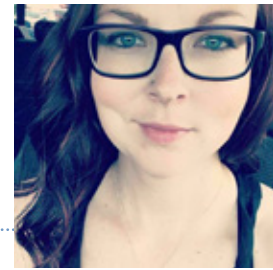
Associations- Alberta and Manitoba. This year we had a few new items at the conference which included a mashini bar, market place and job fair. Planning for the 2018 SAVT conference has already begun.

Award recipients this year include: Veterinarian of the Year- Colette Neudorf, DVM; Conference Appreciation Award – Peggy Niles, RVT; SAVT Appreciation Award – Karen Laventure, RVT; SAVT Technologist of the Year- Bernice Ruf, RVT; RVTTC award- Sandy Parsons, RVT, and SVMA RVT of the Year – Cindy Koreluik, RVT.

The 2017 – 2018 SAVT Board of Directors includes: President- Annette Lorenz, RVT; President Elect – Breanne Barber, RVT; Past President – Lois Ridgway, RVT; Secretary- Wanda Flynn, RVT; Executive Director- Jasmin Carlton; Financial Officer- Lori Haugrud, RVT; Members at Large- Leigh Luker, RVT, Shannon McCallion, RVT,

Domini Wilkinson, RVT and Sheila Kucher, RVT; RVTTC Representatives- Darlene Ford, RVT, Carolyn Cartwright, RVT; Second year Saskatchewan Polytechnic Student Rep – Daniel Novecoskey; First year Saskatchewan Polytechnic Student Reps – Mabel Ng & Marlayna Morgan and Conference Coordinator – Kenzie Makowsky, RVT.

On January 12-14, 2018 the SAVT Board of Directors will retreat to "The Outerbanks" near Melfort to plan strategically for the upcoming year. Goals and priorities will be identified to ensure that the needs of members and the SAVT as a whole are addressed. The 2018 SAVT Board of Directors is comprised of a great group of people who live throughout Saskatchewan. We are all looking forward to new ideas and diversity of thoughts to improve our association as we face the future- RVT strong. 🐾



Dr Kenn Wood

photo by Chellan Barsi from Otthon, SK



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THERESA COLLINS-NELSON, AHT/VT

TERRITORY MANAGER - MANITOBA/SASK

<p>Email: tcnelson@rafter8.ca</p> <p>Toll Free: 800 461 8615</p> <p>Toll Free Fax: 888 292 4548</p>	<p>Cell: 204 771 1497</p> <p>BUS: 403 291 3640 Ext 23</p> <p>Fax: 403 250 2703</p>
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87 Skyline Cr NE, Calgary AB T2K 5X2

CLASSIFIED ADS

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

LOCUMS AVAILABLE SASKATCHEWAN

**POSTED: WEDNESDAY
DECEMBER 20, 2017**
Locum DVM available: 20 years locum experience in wide variety of practices, mostly SA. PhD with 40 plus research publications. General medicine and routine surgery.
780-201-0333. mjpoltis@yahoo.com

**SASKATOON
POSTED: THURSDAY
NOVEMBER 23, 2017**
Locum available for Saskatoon and surrounding area. Large and small animal medicine and surgery. 10+ years experience.
Contact Dr Ruth Sims at docrsims@yahoo.com or call (306) 850-9277.

LOCUMS WANTED

**MARTENSVILLE
POSTED: THURSDAY
NOVEMBER 30, 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 or call at 306 341 1213.

**MELVILLE
POSTED: THURSDAY
NOVEMBER 9, 2017**
Required immediately: part time small animal locum for 2 - 3 days a week. Clinic is fully equipped with computerized medical record keeping, digital xray, dental xray, ultrasound and in house lab. A wide variety of cases with numerous dental procedures, orthopedics and elective surgeries. We are in need of someone who can cover a full case load. Salary, mileage and terms can be negotiated. Our practice is growing and we cannot keep up with the demand especially since we do have a significant large animal portion! We have a fun, well trained staff to serve your needs.
Please contact Dr. Deana Schenher @ 306-728-2633 or email at deanaschenher@hotmail.com

VETERINARIANS REQUIRED SASKATCHEWAN

**EARL GREY
POSTED: THURSDAY
NOVEMBER 16, 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

**ELROSE
POSTED: WEDNESDAY
OCTOBER 18, 2017**
Even though Hooves & Paws Veterinary Clinic is 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 elrosevet@vets@sasktel.net.

**LUMSDEN
POSTED: TUESDAY
JANUARY 2, 2018**
TM's Veterinary Clinic is accepting applications for Associate Veterinarians to join our mixed animal practice. Openings available for small animal only, large animal only or mixed. We're looking for outstanding people to join our team.

We offer great mentorship and a wide variety of cases. Our clinic was built in 2013 and has all the latest equipment. We're 15 minutes NW of Regina on Hwy 11 in the Qu'Appelle Valley.

We pride ourselves in the quality of care we offer. Our goal is to have a positive effect on the lives of our clients and their pets. If veterinary medicine is your passion and you're interested in becoming a part of a compassionate team that makes a difference, contact us - we'd love to talk to you.

We offer competitive salary, full benefits, paid CE and more. TM's Veterinary Clinic, Lumsden SK. Contact Lynda Croft at 306-731-3266 or jobs@tmzvetclinic.ca.

**MELVILLE
POSTED: MONDAY
DECEMBER 18, 2017**
-YOU GET A CAR! well okay, you get use of a clinic vehicle for all necessary work! Signing bonus available and moving expenses can be covered to assist in relocation!

We are seeking a great team member! Part time or full time veterinarian position open for the candidate who seeks to be part of a team of exceptional and abundant support staff (our staff enjoy monthly potlucks!) in a mixed animal practice that excels at being forward-thinking, technologically advanced and fully progressive.

Do you have an area of interest that you want to excel at? Dentistry, orthopedics, acupuncture? We want diversity and we want you to practice what you love
Interested in mentorship with a flexible on call schedule? Perhaps it's every third weekend on call and a few nights a month (or you can take more as compensation is paid for all calls

seen outside of regular business hours)

Low after hours call volume exists (average 3 to 5 calls per week!) in mixed animal practice (65 % SA and 35% LA)

Our amazing newly built facility with in house DR xray (portable unit for all animals), DR dental xray and full dental cart, In house lab for CBC, CHEM and more (fructosamine, phenobarb etc).

The majority of LA obstetrical cases are handled in clinic.

Potential to earn more than \$80 000 per annum with paid licensing fees, continuing education allowance, group insurance plan (health, life and disability), staff discounts and more!

Melville is a great, growing community with ample opportunities for family members to seek employment, play (regional and provincial parks are not far away, lots of kid and adult activities and sports) and enjoy life outside of work!

You must be able to be licensed in Saskatchewan and Canada and have passed all requirements to do so if you have training outside of the USA or Canada.

This is not small town living and this is not your typical rural mixed animal practice! Please call Dr. Deana Schenher at 306-728-2633 for more information! Visit www.melvillevet.com and check us out! We are also on Facebook and twitter!

**MOOSE JAW
POSTED: WEDNESDAY JANUARY 10, 2018**

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. 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 Lillooet Street, Moose Jaw, Saskatchewan S6H 8B4; phone: (306) 694-1639; fax: (306) 694-1920; e-mail: b.bellamy@sasktel.net

OGEMA

**POSTED: TUESDAY
NOVEMBER 14, 2017**
The Deep South Animal Clinic is currently accepting applications for an Associate Veterinarian(s). We are located in Ogema, Saskatchewan, one hour south of Regina. We are a very well equipped large and small animal practice which has been established for over 60 years. We used to list all our in house equipment, but to make a long story short, if we don't have it, you don't need it! 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.

Your first job is really important in shaping your career! We feel our combination of up-to-date facilities, practice philosophy and enthusiastic, experienced staff makes this position an attractive place for you to deliver high quality veterinary medicine. We will provide a competitive salary and an extensive benefits package, tailored to your needs. Contact Dr Andy Acton at Deep South Animal Clinic, Box 387 Ogema SK S0C 1Y0 dsac@sasktel.net Phone: (306) 459-2422 Fax: (306) 459-2880

OUTLOOK

**POSTED: MONDAY
DECEMBER 11, 2017**

Is veterinary medicine your passion? We are looking for an enthusiastic veterinarian who values high quality medicine, strong client bonds, and working in a fun, friendly and supportive team environment!

Outlook Veterinary Clinic, a mixed animal practice located 85 km from Saskatoon, SK is looking for a third veterinarian. We are a 40% large animal/ 60% small animal practice serving the Saskatoon and Lake Diefenbaker regions. Enjoy the quiet country lifestyle while having the conveniences of a city nearby! Dr. Millham is a compassionate veterinarian with 20+ years of experience in private practice and veterinary college settings. Mentorship opportunities are available for interested veterinarians. Duties of the associate can be adjusted according to their expertise and desires. The clinic furnishes many of the modern equipment and technologies including in-house laboratory, digital radiography, ultrasonography and digital record keeping.

To discuss this opportunity contact Dr. Carmen Millham: PH: 306.867.8777 or 306.867.4231 Email: ovc@sasktel.net

REGINA

**POSTED: MONDAY
JANUARY 8, 2018**

Gardiner Park Animal Hospital in Regina Sask., is seeking a full or part-time permanent veterinarian to join our practice. We are primarily small animal-based, including birds and exotics. Our hospital is equipped with an in-house laboratory, digital x-ray and dental equipment. We have a great working environment and we offer competitive salaries and benefits for employees. Please send resume to gard-parkjoan@sasktel.net or fax 306-721-1024.

SASKATOON

**POSTED: THURSDAY
JANUARY 11, 2018**

Lawson Heights Animal 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. Appli-

cant 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 with subject line: 'Resume'

SASKATOON

**POSTED: TUESDAY
JANUARY 2, 2018**

VCA Canada Lakeview Animal Hospital is hiring a full time Veterinarian to join our team for a 1 year maternity leave coverage in the beautiful City of Saskatoon.

We are looking for an enthusiastic, experienced, compassionate veterinarian with exceptional communication, surgical and dentistry skills. We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics, and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us!

Send your resume to Nadine. Schueller@vca.com

SASKATOON

**POSTED: TUESDAY
JANUARY 2, 2018**

VCA Canada All West Animal Hospital, is hiring a part time Veterinarian! Located in the beautiful city of Saskatoon, we are a primary care companion animal hospital that offer a full range of services. The clinic boasts a great reputation among clients and our energetic, friendly support staff make for a great working environment.

We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics, and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us!

Send your resume to Donna. Mcbeth@vca.com

SASKATOON

**POSTED: WEDNESDAY
DECEMBER 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 parking lot.

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? Please submit a resumé with 3 references that we may contact to eah@sasktel.net.

SASKATOON

**POSTED: TUESDAY
NOVEMBER 14, 2017**

We are seeking a Clinical Associate in our Small Animal Wellness and Preventative Medicine service. Please see attachment for details.

Review of applications will begin on December 11, 2017 and will continue until the position is filled. Inquiries regarding this position can be directed to Cindy Shmon at 306-966-7099.

SASKATOON

**POSTED: TUESDAY
JANUARY 16, 2018**

VCA Canada Frontier Animal Hospital is hiring a full time veterinarian to join our team in the beautiful city of Saskatoon. We are looking for an enthusiastic, experienced, compassionate veterinarian with exceptional communication, surgical and dentistry skills, and the ability to thrive in a busy team environment. We offer career growth opportunities, CE opportunities with access

to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians, continued investments in new technologies, advanced diagnostics, and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us! Send your resume to Nadine.Schueller@vca.com

SASKATOON

**POSTED: WEDNESDAY
NOVEMBER 8, 2017**

VCA Canada Lakeview Animal Hospital, is hiring a part-time veterinarian to join their team in the beautiful city of Saskatoon. We are looking for an enthusiastic, experienced, compassionate veterinarian with exceptional communication, surgical and dentistry skills. We offer career growth opportunities, CE opportunities with access to exclusive VCA conferences, CE allowance, networking and knowledge exchange with other veterinarians continued investments in new technologies, advanced diagnostics, and modern facilities. Additionally, we offer competitive wages, pet and veterinary discounts and group benefits for full-time staff. Join Us!

Send your resume to Nadine. Schueller@vca.com

SWIFT CURRENT

**POSTED: THURSDAY
JANUARY 11, 2018**

We are looking for veterinarians to join our progressive veterinary practice, located in Swift Current, SK. Our practice currently employs eight veterinarians and consists of the South West Animal Health Centre (large animal) and Associate Pet Hospital (small animal), situated in separate facilities. They are well equipped with in-house diagnostics, digital xray, ultrasound, endoscope, tonometer, and more. Our large animal practice is rapidly expanding and is primarily a beef cow/ calf practice with a significant amount of equine medicine. We are currently in the process of building a new small animal facility with a January 15, 2018 deadline. Our team is dedicated to providing excellent patient care and customer service. We are able to accommodate

applicants in either a large animal (equine or beef cow/calf focus), or mixed animal position, depending on their interest and experience.

For more information or to apply, contact: Dr Glen Griffin gtg799@mail.usask.ca or Dr Sarah Allin sarahallin01@hotmail.com.

ALBERTA

GRANDE PRAIRIE

It's not just a job, it's who you are. Animal Medical Centre North Inc. in Grande Prairie, Alberta is the place where your aspirations for a wonderful life as a veterinarian can be realized. We are looking for 1 or 2 additional veterinarians. Let's arrange for you to come for a visit. Bring your love for the work, your heartfelt compassion, your skills, education and experience or desire to be mentored. We offer to you our wonderful array of small animal clients and pets who need your help. We provide an excellent facility with all the equipment you may desire from surgical lasers to full lab and digital x-rays. We provide an amiable staff of 9 plus at least 2 other doctors with whom to work and share. Of course, you will be offered above average salary, paid CE time and expenses, insurance package, generous vacation and all dues. You will also receive a signing bonus to defray moving expenses or pay student loans. Grande Prairie is a unique, beautifully located busy small city with all amenities. Contact Dr. Norman George at amcn@telus.NET

LLOYDMINSTER

**POSTED: WEDNESDAY
NOVEMBER 15, 2017**

If you want to develop your skills in a progressive, diverse mixed practice, with a collaborative team of veterinarians and highly trained, dedicated support staff, the Lloydminster Animal Hospital is where you belong!

We offer the opportunity to practice high quality medicine in a modern, fully equipped hospital. With a team of 7 veterinarians, we encourage the development of special interests within the practice, such as orthopedic surgery, small

CLASSIFIED ADS

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

animal dentistry, ultrasonography, equine services and herd health. We can provide you with the challenges and opportunities you desire to expand your career in veterinary medicine, with great mentorship along the way. On call duties are shared equally amongst all veterinarians, which contribute to work-life balance in our practice.

Our newly completed bovine and equine wards have given our veterinarians the ability to expand our large animal services. If you have an interest in improving your skills in large animals we will provide you with that opportunity.

We are located in Lloydminster, a friendly community that is situated on the Alberta/Saskatchewan border. Lloydminster offers many of the amenities of a large city with a small town feel. Along with a competitive wage, we also offer paid dues, a substantial CE allowance, health and dental coverage, and generous vacation time.

Please forward your cover page and resume to: Georgette Wawryk, Practice Manager at gwawryk@lah.ca or call 780-875-5733.

STETTLER **POSTED: TUESDAY** **JANUARY 2, 2018**

Maverick Large Animal Veterinary Service needs additional veterinarians with experience in cow-calf and feedlot medicine, and/or experience in equine practice. The practice is now six years old and growing steadily. Nearing completion of a new equine treatment ward, and subsequent expansion of our bovine treatment building. We take care of our employees; financially, professionally, and personally, and our focus on customer service has gathered great clients to the practice. Large animal practice can, at times, be a tough way to make a living, but the right candidate already knows that, and takes pride in it. Base salary starts at \$82500 plus \$2500 for each

year of experience you bring up to 6 years. Partnership is encouraged once settled in, but certainly not a requirement. Per diem to be on call (1 in 4 including one weekend per month), plus 50% of after hours professional fees, plus dues, CE, health etc.

Visit www.mavericklargeanimal.com to see a little bit of the practice, or make a confidential call to Dr. Ben Schultz at 403-741-8678 or email drbensschulz@hotmail.com.

TECHNOLOGISTS **REQUIRED**

SASKATCHEWAN

ELROSE **POSTED: WEDNESDAY NOVEMBER 22, 2017**

Hooves & Paws Veterinary Clinic in Elrose, Saskatchewan is seeking a full time RVT for a maternity position with the possibility of continuing full time.

We are a one vet, two technologist practice that strives for excellent client/patient service. The ideal tech will be confident, have great people skills and needs to be both an independent worker and a supportive team member. Experience is not a necessity and new grads are welcome to apply.

Hooves & Paws is a busy mixed practice in southern Saskatchewan, located one and a half hours from Saskatoon, 1 hr from Swift Current and 1 hr from Kindersley. The clinic is equipped with a CR digital radiograph unit and dental xray unit, two ultrasound units in-house Abaxis lab, and dental cart. We are closed on Saturdays and Sundays for work-life balance. Starting date will be January 1st of 2018 but this is negotiable. Memberships and CE are fully paid. Our staff benefit package includes group health insurance, dental benefits, staff discounts, and uniform allowance. Applicants must have graduated from a vet tech program and passed the VTNE.

Send resume to elrosevet-services@sasktel.net or fax to Hooves & Paws Vet Clinic at 306-378-2304.

MOOSE JAW **POSTED: FRIDAY** **JANUARY 12, 2018**

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, Fax: (306) 693-2798 or Snail mail: Moose Jaw Animal Clinic, Box 820, Moose Jaw SK S6H 4P5

REGINA **POSTED: WEDNESDAY** **NOVEMBER 29, 2017**

Looking for a change? Wascana Animal Hospital is looking for another full-time technician to join our dynamic team! We are a three doctor companion animal, progressive practice located on the beautiful east side of Regina, SK. Our practice is equipped with digital x-ray (including dental), ultrasonic dental unit, in-house lab, Surgivet monitoring system, ultrasound, and paperless (Avimark) record system as well. We are one of few clinics in the city practicing integrative medicine and providing acupuncture therapy options. We offer a positive working environment with a vibrant committed team, competitive salary, paid SAVT dues, CE allowance, staff discounts, and surprising additional perks! Some evening and weekend work required.

If this sounds like it could be the right fit for you, please email your CV to Drs Potts & Ulmer at wascanaanimalhospital@gmail.com.

tal@gmail.com.

SASKATOON **POSTED: TUESDAY** **JANUARY 9, 2018**

Erindale Animal Hospital is accepting applications for a registered veterinary technologist to join our rapidly growing and progressive small animal practice. Our clinic is newly designed to adhere to the "Fear-Free Movement" and is located behind the Co-op on Attridge.

Are you an energetic, reliable, and supportive team player? Do you have superior communication skills and believe in providing exceptional veterinary care through a relationship-centred approach? Do you desire to be part of the Fear-Free Movement? If you answered "Yes" to these questions, then you may have found a perfect match! Experience in a veterinary hospital is preferred, as well as competency in veterinary practice management software, MS Office Suite, POS systems and cash flow management. A flexible schedule is mandatory to accommodate evening and weekend shifts. Wage commensurate with experience.

We offer a health and dental package to full-time employees, paid SAVT dues, continuing education, uniform allowance and subsidized pet care. The clinic is equipped with 2 complete in-house labs, digital radiography, ultrasound and dental equipment. Please submit a resumé with 3 references that we may contact to eah@sasktel.net. New graduates are welcome to apply, but only suitable applicants will be sent a formal application form. Thank you for your interest in EAH.

PRACTICES FOR SALE

CENTRAL **SASKATCHEWAN** **POSTED: FRIDAY** **DECEMBER 15, 2017**

A companion animal practice, including real estate, is

available for sale in Central Saskatchewan. The practice has been providing top-notch veterinary care for two generations and has undergone many upgrades including digital radiography, digital dental radiography and computerized records to name a few. The 3200 square foot premises was specifically built to enable the veterinary hospital's efficient work flow. With a revenue base of close to \$600,000 annually, this practice offers the rare combination of experienced long term staff, loyal clientele, and a reasonable listing price. If this opportunity is of interest to you, please respond to the email address vetpracticesales-bc@gmail.com.

ALBERTA

VULCAN **POSTED: WEDNESDAY** **DECEMBER 20, 2017**

Hall Veterinary Service is located at Vulcan Alberta, one hour southeast of Calgary. Vulcan is a friendly community of 1900 with easy access to many forms of recreation. We serve a large area from Strathmore to Picture Butte and Nanton to Brooks.

The practice has operated for 21 years as a satellite clinic with one veterinarian working half days. Currently I practise full days five days a week with no after hours or week-end calls. At this time, the practice is 90% small animal with an excellent opportunity for expansion of both small and large animal medicine. This turnkey practice is priced to sell- I am asking for the price of used equipment and clinic supplies only. Photos of the clinic will be emailed upon request.

Contact Dr Hall at 403-485-6880 or email hallvet@telus.net.

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MEMBERSHIP CHANGES

VETERINARIANS

SHORT TERM TO GENERAL

BEGG, Ashleyw
Jan 1
ERICKSON, Dorothy E.
Jan 1
SABIN, Natasha
Jan 1

T-LIMITED SHORT TERM TO GENERAL

PREMKUMAR, Raghavun
Jan 1
T-GENERAL
KUMAGAI, Leslie
Jan 2
NICKEL, Lucas
Jan 2

GENERAL TO SHORT TERM

BRAATEN, Christie A.
60 day, Jan 1
CARMALT, Kathryn
30 day, Jan 1
DUBE, Heidi
60 day, Jan 1
EYFORD, Kelly D.
30 day, Jan 1
HAINES, Deborah M.
30 day, Jan 1
HAMILTON, Amber N.
30 day, Jan 1
HAVER-VEIKLE, Victoria Ann
30 day, Jan 1
JOHNSON, Miles
30 day, Jan 1

MALTMAN, Thomas A.J.
30 day, Jan 1
PARKER, Cairo
60 day, Jan 1
PODBOROCHYNSKI, Rachel
30 day, Jan 1
VANDER HOOFT, Annelies A.
30 day, Jan 1

T-SHORT TERM

ABBOTT, Dawn E.
30 day, Jan 1
GIEBELHAUS, Ian
30 day, Nov 29
GOODHOPE, Robert G.
Feb 1 to Apr 30
JOHNSON, Megan
30 day, Oct 30
MATZ, Brad
30 day, Jan 15

T-LIMITED SHORT TERM

CRUZ, Robert de J.
30 day, Nov 6
SINGH, Ameet
30 day, Feb 26
WICHTEL, Maureen
30 day, Feb 11

GENERAL TO EDUCATIONAL

OSINCHUK, Stephanie
Jan 1

SOCIAL TO T-EDUCATIONAL

VERHOEF, Jolanda
Dec 1

LIFE PRACTISING TO LIFE PRACTISING SHORT TERM

KONONOFF, Wallace P.
30 day, Jan 1

GENERAL TO SABBATICAL

LEE, Julia K.
Jan 1

LIFE PRACTISING TO LIFE NON-PRACTISING

COCHRANE, Dale E.
Jan 1
MITCHELL, Terry W.A.
Jan 1
WILSON, Donald J.
Jan 1

SHORT TERM LIFE PRACTISING TO LIFE NON-PRACTISING

FERGUSON, Gerald H.
Jan 1
KLEMMER, Alan D.
Jan 1

RESIGNED

ALBAN, Emma Marie
Dec 31
ANTHONY, James
Dec 31
BRAR, Dilbag
Dec 31
CAMARA, Michelle
Dec 31
CAUNCE, Serena L.
Dec 31
COOK, Teresa
Dec 31

DURAN GRAEFF, Maria Carolina
Dec 31

ELLINGSEN, Graham
Dec 31

ENOMOTO, Masataka
Sep 30

GARDHOUSE, Sara
Dec 31

GUDELOT, Mandy
Dec 31

GUICHON, Timothy P.
Dec 31

GUNVALDSEN, Rayna
Dec 31

HOCKLEY, Jaclyn
Dec 31

HOLMAN, Stacey Jean
Dec 31

HRYCAN, Lisa
Dec 31

KNOWLES, Melissa
Dec 31

KOLLASSA, Sonia M
Dec 31

MISUNO, Elzbieta
Dec 31

OLALOKU, Olaniyi A.
Dec 31

RAVANBAKSH, Arefeh
Dec 31

RICER, Lauren E.
Dec 31

SAMARAWICKRAMA, Waruni
Dec 31

SCHMITZ, Cheryl
Jan 8

SCHOTT, Monica
Dec 31

SPIKER, Deanna
Oct 19

TOKAR, Lana
Dec 31

WEIR, Malcolm
Dec 31

WICKS, Kristina
Dec 31

DECEASED

POST, Klaas
Jan 5

STRUCK

ANDERSON, Kevin
Jan 22

SCHIERMAN, Adam
Jan 22

WEEKS, David F.
Jan 22

REGISTERED VETERINARY TECHNOLOGISTS

NEW ACTIVE

Joanne Buitenhuis
Dec 14

Danielle Meier
Dec 12

Kristin Senger
Dec 5

PROVISIONAL ACTIVE

Jenna Kratchmer
Dec 12

NON-PRACTISING/SOCIAL

Arlee Deschene
Nov 22

RESIGNED

Chantal Maurer
Dec 13

Jane Fitzpatrick
Nov 20

Tiffany Purdy
Dec 28

Theresa Tendler
Dec 30

Stephanie Fram
Dec 27

Shellan Anderson
Dec 30

Kayla Smith
Jan 4

Tracy Zentner
Jan 5

Tracy Gherasim
Jan 3

Tracy Hooper
Jan 9

Alissa Fehr
Jan 3

STRUCK FOR NON-RENEWAL

Megan Ellison
Jan 22

Jill Hayes
Jan 22

Amanda Wheeler
Jan 22

Penny Wilson
Jan 22

Vilma Heinrichs
Jan 22

ON THE MOVE?

CHANGING EMPLOYERS?

CLOSING DOWN A PRACTICE?

CHANGING YOUR CONTACT INFORMATION?



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