



SVMA NEWS is a publication of:

SASKATCHEWAN VETERINARY MEDICAL ASSOCIATION

202-224 Pacific Avenue. Saskatoon, SK S7K 1N9 T: 306.955.7862 • F: 306.975.0623 E: svma@svma.sk.ca • www.svma.sk.ca Editor: Sue Gauthier T: 306.955.7868 • E: sgauthier@svma.sk.ca

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SVMA MISSION

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

THE SVMA BELIEVES IN

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

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president's perspective

Victor Kernaleguen, DVM

ur Association has a busy time ahead, with many changes coming our way in the next year.

I would like to thank everyone who attended the SVMA conference and AGM. Thank you to the CE committee and SVMA staff for putting on another great conference.

We are now operating under the new SVMA bylaws and supplemental documents. I would encourage everyone to go through the documents and become familiar with them if you have not already done so.

On September 13-15, I attended the AAVSB conference and met with delegates from across Canada and the United States. We discussed issues that are important to the veterinary industry where the regulatory aspect of the SVMA is involved. One topic was the ease of movement of veterinarians and technicians to other states or provinces for licensing and making sure that it is as smooth as possible. It was great to hear about the current concerns of the regulatory bodies, how we all face challenges in regulating the veterinary profession and how important our role is to the public.

As 2018 draws to a close, we are now operating under the new parameters of antibiotics oversight. I can say that it will be business as usual for my regular clients, but

as veterinarians, we will all be seeing more new clients and new species through our doors due to these changes. I know that for me it will mean some new standard operating procedures formed to be sure that we manage these news species and clients with different needs appropriately. The big thing to make people realize is that the change to how antimicrobials are dealt with has been handed to us from Health Canada and we are going to do our best to implement the changes as seamlessly as possible in our practices. With change come challenges, and the SVMA will help to educate the public and help practitioners through these adjustments.

With Alberta pulling away from the interprovincial funding agreement, there is a challenge at the WCVM to find out how they are going to deal with open seats in the DVM program along with the lost funding. Dr Chris Clark is spending much of his time working on this also, as he is the Academic Dean at WCVM.

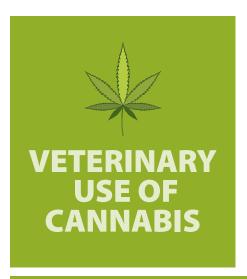
There are 20 seats opening up in the DVM program that will need to be filled (and funded). As veterinarians in Saskatchewan we need to take the lead and be part of the solution. If you have a solution or a suggestion, we want to hear from you. We need



more veterinarians to help fill the job openings that we have across the whole province. I would ask that all concerned SVMA members contact your MLAs and Minister of Advanced Education, Minister of Health and Minister of Agriculture. If they hear from the SVMA members about the need for more veterinarians in the province, then we will have contributed to the solution.

If you have something to bring to Council's attention please feel free to contact myself or any Council member. We want to hear from you and the suggestions you have about the challenges we face as practitioners in Saskatchewan.

I hope everyone has a great end of 2018! ₩



There are currently no cannabis-based products approved by Health Canada for use in animals. No Canadian veterinarians can legally recommend or prescribe one. Doing so would be a violation of the law and places that veterinarian at risk for legal repercussions and potentially losing their license to practice veterinary medicine.

Further research is recommended to improve our understanding of the safety and effectiveness of cannabis in veterinary medicine. For now, no cannabis of any type is approved for use in the medical treatment of animals.

It is important to note that although veterinarians are not legally allowed to prescribe any cannabis products to pets, pet owners who choose to use cannabis products for their pets are encouraged to discuss their use with their veterinarian.

Giving cannabis products to pets has unproven effectiveness. There can be known and/or unknown side effects. Exposing pets to THC-rich cannabis products could put them in a critical medical crisis that requires prompt and appropriate veterinary treatment.

Although veterinarians cannot prescribe cannabis, they can provide pet owners with information on the emerging published studies as they become available, help to avoid potential drug interactions, and guidance on how to recognize and reduce the risk of adverse effects and toxicity.

For more information, see Veterinarians Caution: Medical Cannabis Exposure in Pets (CVMA) at https://www.canadianveterinarians.net/documents/veterinarians-caution-medical-marijuana-exposure-in-pets).



INTRODUCING

VOTING MEMBERS OF COUNCIL



PRESIDENT Dr Victor Kernaleguen (2016)Gateway Veterinary Services, Melfort 306-752-7387 victorkernaleguen@gmail.com



VICE PRESIDENT Dr Kent Weir (2018) Weir Veterinary Clinic Lloydminster 780-875-2281 weirvet@gmail.com



PAST PRESIDENT Dr Lesley Sawa (2015) Animal Clinic of Regina 306-525-5244 animalclinicofregina@sasktel.net





Dr Alan Chicoine (2015) WCVM Saskatoon 306-966-7079 al.chicoine@usask.ca



Dr Claire Card (2016) WCVM Saskatoon 306-966-7178 claire.card@usask.ca



Dr Davinder Bath (2017) Northgate Animal Hospital, Regina 306-543-7500 dsbath61@hotmail.com



Dr Nick Hawkins (2018) Warman Veterinary Services, **Emerald Park** 306-347-9995 nhawkins@warmanvetservices.ca



PUBLIC MEMBER Mr Cody Lockhart (2016) Candll Lamb & Cattle, Debden 306-724-4451 lockhart76@hotmail.com

EX-OFFICIO MEMBERS OF COUNCIL



CVMA REPRESENTATIVE Dr Tracy Fisher 306-545-7211 rickespie@sasktel.net



WCVM REPRESENTATIVE **Dr Doug Freeman** 306-966-7448 douglas.freeman@usask.ca



SAVT REPRESENTATIVE Lois Ridgway, RVT Lois.ridgway@usask.ca



MINISTRY OF AGRICUL-**TURE REPRESENTATIVE** Dr Betty Althouse, CVO 306-787-5547 betty.althouse@govt.sk.ca



CFIA REPRESENTATIVE Dr Alex McIsaac 306-975-5010 alex.mcisaac@canada.ca



The veterinary profession is by nature hectic, emotionally demanding, and downright draining. Unlike practitioners of human medicine, veterinarians and vet techs face constant scrutiny from our clients looking for justification for the costs of the medical services we provide to the animal community. In addition, it is very difficult to see helpless creatures suffering when it is our passion for animals that brought us to the profession of veterinary care in the first place.

The importance of mindfulness, healthy boundaries and self-care in the face of the heavy demands of our professional lives cannot be overemphasized. We must make an active practice of self-care habits to keep pressures from building up until they get the better of us.

That said, things so commonly get away from us and you may suddenly feel overwhelmed and burnt out, without realizing how you got there, or worse, how to get back to feeling "normal".

If you are feeling burned out, at your wits' end or even depressed, please consider taking advantage of the counselling that is provided by your Association free of charge. SVMA offers professional counselling to ALL member DVMs and RVTs. There is no waiting period for eligibility, and the wellness support program covers four (4) hours of professional mental health services annually.

To make an appointment, call: Professional Psychologists & Counsellors (PPC) (306) 664-0000.

PPC will ask for your license number, and will provide sourcing, referral and direct payment to a registered mental health professional. If you have someone in mind, let PPC know and they can arrange coverage through the MWSP as well.

AT NO TIME WILL THE SVMA STAFF OR MEMBERS KNOW THE IDENTITY OF ANY PERSONS USING THIS SERVICE.

For more information and wellness resources, visit Resources and Information/Member Wellbeing on the SVMA website.

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2018 AWARDS OF DISTINCTION



MENTORSHIP/LEADERSHIP AWARD

Lloydminster Animal Hospital

The Mentorship/Leadership award was inaugurated in 2014 to recognize an SVMA member or group of members who makes an outstanding contribution through leadership or mentorship in our profession. This year's Mentorship/Leadership Award was presented to a group of members for the first time. The Lloydminster Animal Hospital has a long tradition of mentoring students with patience and care.

Says nominator Al Chicoine: "Lloydminster Animal Hospital has hired veterinary students virtually every summer for over 20 years. They have provided unparalleled training opportunities for vet students. The mentorship provided by Daryl, Corin, Sonia, Richard, Trent and all the other vets and staff of LAH has been second to none. Students who have worked at LAH have gone on to successful careers in a wide range of practices and positions throughout Western Canada. The entire LAH staff has provided a generation of vet students with practical skills and confidence."



MERITORIOUS SERVICE AWARD

Dr Tanya Dyke

SVMA's Meritorious Service award is presented to a member who makes an outstanding contribution to the public, their community or the province of Saskatchewan. Dr Tanya Duke has been a longtime advocate and force for advancement and education for Saskatchewan veterinary technologists.

Dr Duke taught anesthesia to veterinary technicians from two Colleges, Sask Polytechnic and Olds. In her words: "Some of those technicians have joined WCVM and become valued work-friends and colleagues". Dr Duke is always considerate of her anesthesia team, also quoting, "The anesthesia technicians need to be recognized for their heavy involvement as well".



YOUNG VETERINARIAN AWARD

Dr Alison Higgins

SVMA Council inaugurated a new award this year. It is Council's opinion that veterinarians who are relatively new to practice are as involved and engaged as their senior colleagues and deserve to be recognized for their significant contributions to the veterinary profession as well. The Young Veterinarian award recognizes a veterinarian who has graduated within the past five years and demonstrated emerging leadership through enthusiasm for veterinary medicine, eagerness to learn from colleagues and clients, willingness to share new knowledge with senior colleagues, and/or advocacy for the profession.

Her nominator Sarah Mooney said: "Dr Alison Higgins is always eager to learn new techniques and apply them in practice. I love that she genuinely hears out clients' concerns and works closely with them to find the best treatment plan. I have been privileged to work with Alison for a few years now and have really seen her grow as a veterinarian. She puts her heart and soul into her work, staying well past close, checking in on patients on her days off, etc. She doesn't shy away from situations where the decisions are tough but rather takes the time to talk it through with clients so they can really understand. She shows genuine interest and compassion for her patients, clients and co-workers and is eager to keep learning. I can confidently say Dr Alison Higgins is deserving of this award." Congratulations to Dr Alison Higgins on being the first recipient of the SVMA Young Veterinarian Award!

RECOGNIZING MEMBER EXCELLENCE IS A VALUED SVMA TRADITION. EACH YEAR, AWARDS OF DISTINCTION ARE PRESENTED AT THE BANQUET. THE SVMA CONGRATULATES THE FOLLOWING DESERVING RECIPIENTS OF ITS AWARDS OF DISTINCTION FOR 2018:



J.J. MURISON DISTINGUISHED VETERINARIAN AWARD

Dr Richard Krauss

The J.J. Murison Distinguished Veterinarian award is the highest level of recognition the SVMA can bestow on a member and is presented annually. The criteria for selection include service to the SVMA, the profession and the public as well as competency, personality and character.

This year's J.J. Murison Distinguished Veterinarian award was presented to Dr Richard Krauss in recognition of his outstanding service and dedication to his clients and patients. Per nominator Dr Clarence Bischop, "I've had the opportunity to speak with many of his clients, and I can tell you they were consistently effusive in their descriptions of Dr Krauss' tireless work ethic, his veterinary skills and his obvious care and concern for his clients and patients. I am proud to call him my colleague"



COMMUNICATIONS/PUBLIC RELATIONS AWARD

Dr Klea-Ann Wasilow

The Communications/ Public Relations award recognizes a member's efforts to bring information, knowledge or advice related to veterinary medicine or the profession to the public. This year it was presented to Dr Klea-Ann Wasilow, whose support for fellow veterinarians and producers during the Saskatchewan fire of 2017 were exemplary.

Dr Wasilow worked and communicated with the SVMA office, the SK government, local emergency workers and producers for many days following the fire. She assessed livestock, advised on euthanasia, advised on treatment plans for the sick/injured and the disposal plan for the deceased and made herself available for questions at any time from the grief-stricken producers in the area. Dr Wasilow drove many hours and hundreds (if not thousands) of kilometers to ensure the welfare of the animals was looked after.

Said nominator Lorraine Serhienko, RVT, "This is just one example of how Dr Wasilow is a great ambassador for the SVMA and her compassion, strength and sense of duty to the profession make her deserving of recognition by her colleagues. Thank you, Dr Wasilow for stepping in and getting the job done, and being there for the welfare of animals, producers and your association."



TECHNOLOGIST OF THE YEAR AWARD

Dione Bachiu, RVT

The Technologist of the Year award recognizes outstanding contributions to the field of veterinary technology by an SVMA registered vet tech. Dione Bachiu, RVT was celebrated for her professionalism, dedication and excellence in her work at the WCVM's Veterinary Medical Clinic.

Per nominator Dr Bruce Grahn, "She has dedicated the last 19 years of her career at the WCVM/VMC and now that she is in Nutrition - she is just getting started! I am honored to nominate her as she is one of the best RVT's that the WCVM/VMC has ever had. She represents the WCVM/VMC in the most professional manner with integrity and compassion."

SVMA CONFERENCE





















































he 2018 SVMA Conference in September was a very successful meeting and a terrific social event! The 110th Anniversary celebration of the Association brought over 200 attendees, 36 industry partners and 16 local and international guest speakers together at the Sheraton Cavalier on Saskatoon's beautiful downtown waterfront.

This year's AGM broke attendance records- 135 members packed the conference room to take to the microphone and address their peers. Opinions and debate were lively. Mr Bryan Salte, Q.C., Associate Registrar, College of Physicians and Surgeons of Saskatchewan, provided expert guidance in parliamentary procedure when needed. SVMA President Dr Lesley Sawa led the assembled members to a smooth conclusion of the meeting. The 2018 AGM marks the admission of a new, more concise set of Bylaws. As they are now in effect, members who have not done so should review the new Bylaws at www.svma.sk.ca.

Friday night's Awards Banquet was in a stunning setting overlooking the river. Jazz favourites were enjoyed throughout the evening courtesy of the Sheldon Corbett quartet. We really enjoyed seeing so many of our members getting together to celebrate a great year in the profession. Once again, Dr Kent Weir stole the show as he emceed to festivities. Our congratulations to the following new Life members:

25 Year Life members 35 Year Life Member 40 Year Life members Drs Sue Ashburner, Bruce Grahn and Rhonda Shewfelt Dr Anneliese Vander Hooft

Drs Patrick Bardutz, Brain Gibbs, Deborah Haines and Doug McDougall

Because 2018 marks 110 years for the veterinary profession in Saskatchewan, we wanted to take the opportunity to recognize our valued members who have been practising for 50+ years. The following members were invited to be guests of their peers and honored at the banquet.

James Harvey	51 years	Wayne
Reginald Newell	52 years	Gerald
Ed McCall	54 years	Fred Ba
Don Wyand	54 years	Gavin H
James Brewitt	55 years	Dougla
James Bone	55 years	Harvey
Fred Weeks	56 years	

Wayne Dunnigan
Gerald Kessler
Fred Bartolf
Gavin Hamilton
Douglas Harold
Harvey Just

56 years
66 years
66 years





































he Cocktails & Colleagues reception drew the crowd on Saturday to socialize while enjoying preview of new products and services from exhibitors. Several great prizes were nabbed on Sunday. Congratulations to Dr John Kessler who nabbed a free full registration for the 2019 SVMA conference, and to Dr Chantel Steele who won the \$500 grand prize in the Trade Expo Challenge! Thank you once again to all of our industry partners

whose generous support makes our conferences possible.

Because of this year's downtown location, we were able to take advantage of our proximity to the South Saskatchewan River with a private sunset boat cruise on Saturday evening. What a beautiful addition to the conference - a gorgeous evening and an excellent party!

SVMA and the Continuing Education Committee members take great pride in offering a full year's worth of RACE approved CE hours to our Saskatchewan veterinarians and visitors each year, and thank attendees for their speaker and topic suggestions as we move forward with planning for next year's CE program and another great conference weekend. Because wellness was featured in the CE program, we didn't need a separate wellness event, but I suspect there will be a Wellness Café included in the conference program next year!

Join us next year for the 2019 SVMA conference, AGM and Trade Expo, September 6-8 in Regina!



WHY DO WE KEEP TALKING ABOUT THE GHP?

Our Association group health and benefits plan is well underway, with nothing but positive accounts from plan users on their experience with it. We are glad members are pleased with the GHP, because it has been designed and structured specifically to meet the needs of Saskatchewan veterinary professionals.

You may wonder why we continue to 'campaign' to build knowledge about the GHP. One reason is that insurance isn't a really simple subject and there's a lot to understand about it, and we want as many members as possible to benefit from the cost-efficiency and peace-of-mind of the GHP.

The other reason is that getting in on the GHP benefits everyone. As enrolment grows, so does rate stability for all participating practices and individuals. This is truly a win-win for all member DVMs, RVTs, practices and practice employees.

LOOK AT ALL THE FACTORS

It's easy to be deceived when making a quick price comparison between the GHP and another plan. Comparing plans on the basis of rates alone is like comparing apples and oranges. The truth about the GHP is that the quoted rate may not always be radically different (although often it is) but the benefits we obtain together are significantly better than any other provider can offer (including so-called 'Association' plans from other veterinary organizations).

If you are not 100% happy with your current insurance and benefits plan, take another look at your GHP. Feel free to ask us questions anytime. There is never an obligation to enrol, but once you know the facts, you probably will!

WHY DOES EVERY EMPLOYEE HAVE TO PARTICIPATE?

There have been some misunderstandings around the exact meaning of employees 'opting out'. Individual enrolment in the GHP is optional for all members. However, if a practice enrols, all employees of that practice are required to participate. 'Opting out' only refers to waiving extended Health & Dental coverage because the employee already has it through their spouse.

When employers absorb 100% of costs, there is no reason employees would hesitate to be part of a benefits plan. But when costs are shared between an employer and employees, it's common to see a few employees ask to opt out because they don't want to pay for benefits coverage, or say they can't afford it, or can't foresee ever needing to use it.

Sometimes businesses find it easier to omit an employee who

is refusing to participate in practice coverage. There are many cases of companies that fall into the trap of letting employees "opt out" of their benefits plan, or simply don't report new hires to the benefits provider.

Owners need to know that having full employee participation is important for the protection of the practice. Allowing an employee to avoid participating in the plan:

- transfers liability for costs that may be incurred should something happen to an unprotected employee to the practice owner, and
- 2. puts the owner and the other employees at risk for non-coverage if the practice is found to be in violation of the insurance contract.

For example, if a non¬participating employee incurs a medical cost of \$100,000, and the practice has a benefits program that they are supposed be part of, even according to your contract with the insurance company, and asserts that the company was at fault for not enrolling them, and they haven't signed anything waiving their rights, this raises the question of responsibility for that \$100,000 claim. Unfortunately, whenever there's a dispute over liability or "duty of care" issues, developing case law points to the onus being on the employer.

Employees can (and have widely been known to) say things like "I was never told about the benefits plan! Of course, I would have taken it!" or "My wife would never have turned down the insurance coverage, she must have been convinced not to by her boss in order to save the company money!" If there is no written evidence to the contrary, judges usually find in favour of employees in situations of 'one person's word against another' like this.

So how can an employer effectively avoid this risk? Make sure all employees participate. Have the proper enrolment forms filled out and signed for every employee, including anyone who opts out (of Health and Dental only) because they have pre-existing spousal coverage.

In all cases, rather than just insisting on enrolment, we suggest that a practice owner helps the staff to understand and appreciate the real value of our group benefits program.

FOR MORE INFORMATION, visit www.svma.sk.ca /Member's Side or contact Ken Dornan 306-261-6965 or Don Cole 306-270-6446.

registrar's desk

The SVMA's primary responsibility is to oversee the professional conduct of Saskatchewan veterinarians. Regulation is a role that must be performed by the SVMA. Member advocacy and members services are secondary to regulation.

THE COMPLAINTS PROCESS

The process that must be followed for complaints received by the SVMA is mandated by The Veterinarians Act, 1987 ('the Act'), and is not open to interpretation by Council, by the Professional Conduct or Discipline Committees, or by the registrar.

20(1) If any person makes a written complaint that a member is guilty of professional misconduct or professional incompetence, the professional conduct committee shall review the complaint.

A preliminary review of all written complaints is required by the Act. Through the Professional Conduct Committee (PCC), the SVMA reviews and may investigate specific complaints about veterinarians related to the practice of veterinary medicine. The review process is begun when the registrar sends a letter of acknowledgment to the complainant, a notice to the PCC and a notice of inquiry to the member who is the subject of the complaint.

Once notifications are carried out, the PCC conducts its preliminary review of the complaint, the member's response and any pertinent documents the member or the complainant have submitted. At no time during this process does the SVMA make any allegations.

The PCC will then decide if the case requires investigation as stated in section 20(2) of the Act:

20(2) The professional conduct committee may investigate the complaint by taking any steps it considers necessary, including summoning before it the member whose conduct is the subject of the complaint and any other member who may have information relevant to the investigation.

Following the preliminary review, the PCC may decide to investigate or dismiss the complaint. If a complaint is found to be without merit, the PCC will dismiss it without investigation. Reasons a complaint may be dismissed without further action can include:

- The committee has no concerns with the veterinarian's actions or conduct
- The complaint may not fall under the jurisdiction of SVMA regulatory activity

 The complaint may be frivolous, vexatious, made in bad faith or for an improper purpose or is otherwise an abuse of the process.

If the Professional Conduct Committee makes the decision to investigate further, interviews may be conducted and further information may be requested. Depending on the outcome, the PCC will decide either to dismiss the complaint at this juncture or refer it to the Discipline Committee (DC) for hearing. If evidence of misconduct or incompetence has been found during a PCC inquiry that fits within the definition of professional misconduct outlined in the Act and Bylaws, the Discipline Committee is required to take action.

As I mentioned in the introduction, in Saskatchewan, regulation is a role that must be performed by the SVMA, with the provision of member advocacy/services as secondary activities. Members need to understand that these two functions can be seen by the court to be in conflict if SVMA support is offered to a member who is going through the complaints process. This is why SVMA makes a point of reminding all members about support services available to them as a matter of routine. (Look for this information on the syma.sk.ca website under Member Wellbeing.)

The PCC will also attempt, when appropriate, to settle a case using the Alternate Dispute Resolution (ADR) process. This process requires agreement between the parties on a set of circumstances acceptable to both. Before the ADR process can be used, both parties must agree to it. As a rule, the complainant will be contacted first and asked to consider the option of ADR. It can take some time for the complainant to mull over their decision which does tend to lengthen the process, but it is felt an attempt at resolution using this process is worth the time and effort. The accused member will not be aware that ADR has been offered by the PCC unless the complainant agrees to its use. Should one of the parties not agree to ADR once offered, the case must then be forwarded to the Discipline Committee.

WHAT ROLE DOES THE REGISTRAR PLAY?

In order for the SVMA to review and investigate a complaint, the complaint must be received in writing. All letters of complaint are received and recorded by the registrar. The registrar then sends the complaint to the Professional Conduct Committee for review.

It is not the role of the registrar to give advice on specific cases to anyone involved. However, information about the complaints process or any other program available to members through the SVMA may be provided by the registrar. The registrar facilitates the processing of all the paper work, arranges meetings and explains the process to anyone involved. *The registrar has no role in any decisions made by either the PCC or the DC.*

The Professional Conduct Committee consists of up to nine members, all of whom are, or have been, practising veterinarians. All members of the committee are volunteers, appointed by Council, who meet on a regular basis.

The PCC reviews cases and assigns a subcommittee of two members to investigate each complaint. The subcommittee may interview the complainant, the member veterinarian and witnesses, review medical records and any other relevant information. The subcommittee then writes a summary of the case and presents its findings to the rest of the Committee. The PCC then makes a decision on disposition of the case or it may ask for more information to be collected.

The complainant is contacted by the SVMA to confirm receipt of the complaint. The veterinarian is notified of the complaint and provided with a copy. The veterinarian is given an opportunity to submit a written explanation, pertinent medical records, radiographs, logs and any other documentation to the SVMA office. The veterinarian is then interviewed by the two-person sub-committee of the PCC. The complainant and any other people involved in the case may be interviewed as well.

WHAT HAPPENS IF OTHER VETERINARIANS ARE INVOLVED?

Other veterinarians involved may be asked for their comments and any relevant medical records for the PCC to review.



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

WHAT HAPPENS AFTER THE PCC HAS MADE A DECISION?

A case summary is written by the PCC subcommittee and the completed investigation file is reviewed by the entire PCC and a decision is ultimately made by majority vote. Decisions made during the complaints process are based on the statutes found in The Veterinarians Act, 1987, the SVMA bylaws and the Practice Standards. All complaints received by the PCC must be considered with these documents in mind. Should a case not meet the criteria for professional misconduct or incompetence set out in the Act it will not be forwarded to the DC. The findings of the PCC may include the following,

The registrar has no role in any decisions made by either the PCC or the DC.

- The complaint may be dismissed for one
 of the following reasons: the PCC may
 have no concerns with the veterinarian's
 actions or conduct; the complaint does
 not fall under the jurisdiction of SVMA
 regulatory activity, may be frivolous,
 vexatious, made in bad faith or for an
 improper purpose and is otherwise an
 abuse of the process. For any one of these
 reasons no further action will be taken.
- The PCC may have concerns with the veterinarian's actions or conduct which it believes can be addressed through the alternate dispute resolution process.
- The PCC may have very serious concerns and will refer the case for hearing by the discipline committee.

If the circumstances of a complaint and the evidence found during the investigation warrant, the case must be forwarded to the Discipline Committee for a hearing. The written decision of the PCC to refer the case for a hearing is then sent to the complainant,

the veterinarian, SVMA Council and the Discipline Committee. Decisions are not provided over the telephone by SVMA staff.

WHO ARE THE MEMBERS OF THE DISCIPLINE COMMITTEE (DC)?

The Discipline Committee consists of up to four general SVMA members who are volunteers appointed by council and one public member. There is a pool of eight or nine veterinarian volunteers and three non-veterinary public representatives appointed by SVMA Council, all of whom are aware of the obligation to be fair both to the public and to the accused veterinarian.

HOW DOES THE DISCIPLINE COMMITTEE FUNCTION?

The DC receives reports of two kinds from the PCC after it has investigated a complaint against a member. These reports will recommend either no further action be taken or that the DC arrange a hearing of the results of the investigation.

Once the PCC has forwarded a complaint to the DC for hearing, finding a suitable date for the many individuals involved is time consuming. Frequently, the lawyers, DC members and the person who is the subject of the complaint need several weeks' or months' notice for finding and reserving a date.

WHAT HAPPENS AT A DISCIPLINARY HEARING?

SVMA discipline hearings are open to the public. Anyone may attend to observe the proceedings. However, as in a court of law, people present to observe cannot participate in the hearing.

Typically attending the hearing from the SVMA will be three or five DC members, as well as legal counsel to advise on points of law, one member of the PCC along with legal counsel, and the registrar. The circumstances of some cases may not warrant legal counsel. In these cases, the DC may simply listen to the veterinarian's account of the situation and close the complaint.

The DC is not aware of any of the details of the case prior to the hearing and all evidence is given under oath. Once the hearing has been held, the DC members need time to consider the evidence before them, decide if the member is guilty of breaching any sections of the Practice

Standards, Bylaws or the Act and to deliberate on an appropriate penalty.

The final decision may not be reached the day of the hearing.

WHAT TYPE OF PENALTY CAN THE DISCIPLINE COMMITTEE IMPOSE?

If a member is found guilty of professional misconduct, the DC may have the veterinarian:

- · reprimanded;
- take specific corrective measures to comply with the code of ethics;
- · complete specified courses;
- be subject to any other order it may see fit such as fines;
- pay for the costs of the investigation and hearing;
- · obtain medical treatment;
- restricted as to the type of practice the member may perform;
- · suspended for a specified period of time;
- expelled from the SVMA.

THEN WHAT HAPPENS?

Once the hearing has been held, the DC members need time to consider the evidence before them and to deliberate on an appropriate penalty or other course of action.

The DC drafts and sends a report of its decision both to the veterinarian and to the complainant. A copy of all correspondence will be filed by the registrar who will then take the appropriate action according to the discipline measures ordered.

CAN THE PROFESSIONAL CONDUCT OR DISCIPLINE COMMITTEES AWARD MONEY OR DAMAGES TO THE COMPLAINANT?

No, only the courts can do this.

WHAT RECOURSE IS THERE IF THE COMPLAINANT OR THE VETERINARIAN IS DISSATISFIED WITH THE DECISION OF THE DISCIPLINE COMMITTEE?

The veterinarian may submit a notice of appeal to a judge of the Provincial Court within 30 days of the DC decision. Whether or not the complainant is satisfied with the decision made by the Discipline Committee, they may at any time pursue action against the veterinarian though the judicial court system.



Self-doubt can undermine our confidence and put us at risk for depression, anxiety and more.

Diminished confidence and self-doubt can occur at any time during veterinary practice. Sometimes, a setback in one area (e.g., surgery) leads to diminished confidence and hesitation in other areas (e.g., decision making during office visits). It is when we experience selfdoubt that we are most vulnerable to the grip of perfectionism.

PERFECTIONISM DEFINED

"Perfectionism" is a tricky term. Some erroneously connect it with the desire to achieve high standards by being thorough and paying attention to detail. These are all commendable, but there is a significant difference between perfectionism and striving for high standards. Very few of the most respected achievers would promote perfectionism as necessary for success, simply because perfection doesn't exist. Research shows not only that perfectionist tendencies prevent progress and long-term success but also that perfectionism is often a path to depression, anxiety, addiction and life paralysis.1

These symptoms occur because at the root of perfectionism lies the need to hide personal insecurities and feelings of inadequacy.

UNCERTAINTY AND DOUBT

Humans have a unique ability to conceptualize, analyse and imagine the world in abstract terms. We can evaluate possible outcomes, develop theories and hypotheses around specific events, and then choose our response to those events. These skills make us the adaptable species we are.

There is, however, a downside to being able to anticipate outcomes of events that have not yet and may never happen. It is the psychological state of uncertainty or doubt.

Our brains never stop running through potential scenarios and trying to make sense of everything around us, so our perception of life is uncertain. Uncertainty can feel both exciting and uncomfortable. Although anticipating bad outcomes and choosing behaviours that will avoid them is a useful survival skill, it can become counterproductive if these thought processes become obsessive, especially when this obsession centres around what we believe failure says about us and what others think about us.

But why are we so worried about what others think of us? As humans, we are hardwired to avoid isolation and the vulnerability of rejection. If we become obsessed by this need, we can become paranoid about managing anything that might threaten our inclusion.

For example, we might start to worry that others perceive us as lazy, undeserving, inadequate or not good enough. We may turn those feelings of doubt about whether we will be successful into an obsessive complex of self-doubt, in which we believe everything we do says something to others about

our worthiness. Ironically, high achievers such as veterinarians — are the most vulnerable to perfectionist tendencies.

PERFECTIONISM VERSUS NARCISSISM

Obsessions with ridicule or rejection, and the resulting self-doubt, can manifest in two ways: perfectionism and narcissism. Perfectionists and narcissists are underwritten by the same psychology — both are obsessed with being judged as inadequate. However, perfectionists and narcissists manifest these thoughts, feelings and behaviours in very different ways.

Narcissism is rooted in a shame-based fear of never feeling extraordinary enough. Narcissists, therefore, are constantly attracting attention, displaying their achievements (often on social media) with the intention of getting noticed and impressing others to avoid feelings of rejection.

Perfectionists, on the other hand, are often self-denigrating because they see imperfect outcomes as revealing their personal flaws and inadequacies. Perfectionists refer to themselves in global terms, often using nouns and adjectives to describe their perceived worth, as opposed to the purpose or process of the work they are performing. For example, "I'm not a good [adjective] surgeon [noun]."

The deeper psychological impact of describing ourselves (and others) using nouns and adjectives is that it assumes our talents — or lack of them — are relatively fixed. Perfectionists and narcissists believe people are born (or not) with certain talents and abilities. In other words, you are lucky or unlucky [adjectives].

When perfectionists compare themselves with other people, they perceive others' abilities as having more to do with a genetic lottery than with a process of learning and mastery. Because perfectionists are often self-critical, they assume that others are thinking the same: "I think I'm useless, and everyone else thinks I'm useless.

You know what? They're actually right. Maybe I shouldn't even be a veterinarian."

Perfectionists have a tendency to avoid, give up and procrastinate. They often start seeking out low-risk tasks to avoid the risk for rejection (e.g., being sued or fired). When perfectionists have a setback in one area, they often begin to doubt their ability to perform unrelated tasks that they have been doing well.

They often encourage someone else to take a situation out of their hands, or they defer and refer tasks to avoid ridicule. However, they try to compensate for their sense of inadequacy by doing more of something they can do, such as working longer hours or accepting more than their fair share of swapped shifts. This is done to try to relieve the burden they perceive they are to their veterinary team.

BREAKING THE PATTERN

The key to breaking free from the perfectionist trap is to recognize the difference between doubt and self-doubt and pay attention to how we explain our setbacks. We should focus on and develop purpose-orientated language using verbs and adverbs, as opposed to more judgmental, and ultimately potential-limiting, person-oriented language of nouns and adjectives that fosters perfectionist tendencies. For example, rather than start assuming "I'm not good enough" (i.e., self-doubt) because we feel uncertain about what's going on with some of our cases, we can recognize the uncertainty (i.e., doubt) that is inherent in our work and conceive strategies to cope with or resolve it, such as perform a diagnostic test that eliminates potential suspects.

Everyone feels and needs to manage the doubt and uncertainty that are associated with day-to-day activities, but we must be aware of the potential to allow doubt to turn into self-doubt, because that is when we are most vulnerable to the grip of perfectionism.

Dr Faulkner speaks on the psychology of communication and confidence all over the world alongside working in his own small animal practice in Suffolk, England, and coaching practice owners and managers. His coaching business, The Colourful Consultation, helps veterinarians proactively pursue the four essential outcomes of veterinary practice: clinical resolution, client satisfaction, financial resolution and colleague satisfaction. For more information, visit colourfulconsultation.com. This article was originally published August 22, 2017 in Veterinarian's Money Digest http://www.vmdtoday.com.

WELLNESS PHOTO CONTEST

Do you have a good strategy for work-life balance? How about things you do in practice or at home for self-care? Send in your photos of your healthy living activities and they will be published in one of the next four issues of SVMA News.

Each issue, a photo will be drawn at random from all photos received to win a \$100 credit in wellness spending. Winners must submit receipts to the SVMA office for your wellness purchase and will be reimbursed up to \$100.

The first **Members' Healthy Living** gallery will have the theme of **self-care**. Future issues will focus on physical activity, healthy cooking/eating and acts of kindness.

By emailing photos you are giving SVMA permission to publish them in an upcoming issue of SVMA News and potentially be displayed on the Member Wellbeing page of the SVMA website.

GET CREATIVE AND INSPIRE YOUR COLLEAGUES!
SEND YOUR PHOTOS ANYTIME!





ANIMAL HEALTH TECHNOLOGY NOW AVAILABLE ONLINE!

If you already work in in a veterinary clinic, you can complete Lakeland's Animal Health Technology diploma program online.

You'll complete theory online and do the hands-on experience at the clinic where you work.

For details visit: lakelandcollege.ca/aht-online

Students are required to have a mentorship agreement in place before starting the program.

<u>See our website fo</u>r details.



Reporting CE for credit is one of the areas affected by the implementation of the new updated Bylaws and Supplementary Documents. So, what do these changes amount to from the perspective of the member DVM?

- All member DVMs must still earn a minimum 30 hours of CE in a designated two-year reporting period. The current period started Jan. 01, 2017 and ends Dec. 31, 2018.
- SVMA is no longer putting a 5-hour cap on non-scientific CE. Of the required 30 CE hours, members may now submit any combination of scientific and non-scientific (practice management, wellness) CE content they wish. The only exception to that is the requirement for one hour of CE on the subject

of antimicrobial stewardship – it still stands.

- SVMA uses AAVSB-RACE criteria in assessing CE for approval. Aside from meeting the existing RACE criteria for approval, the only requirement of content submitted to SVMA is that it falls within a veterinarian's scope of practice.
- Finally, there is no longer a cap on independent study, meaning member DVMs who wish to do so may submit all 30 hours as non-interactive or independent study, which can include live or recorded video or audio materials, or Compendium of Continuing Education articles verified by examination. All forms of independent study must be RACE approved or meet

RACE criteria and have verifiable attendance.

The new SVMA CE rules are in effect now. They went into effect immediately after the AGM when they were accepted by member vote. As 2018 draws to a close, so concludes the current two-year CE reporting period.

All CE content for the 2017-18 reporting period that member DVMs list on their 2019 renewals will be assessed using the new rules.

For complete information on the new CE policies and all the updates to the Bylaws, visit the SVMA website and look under Home > Legislation or link directly via http://www.svma.sk.ca/index.php?p=legislation.

Please note: RVTs are still required to earn 20 hours of CE every 2 years, which will continue to be reported to, and audited by, the SAVT. SAVT is required to report any CE deficiencies to the SVMA (the regulator of all veterinary professionals in SK). For further details on RVT CE Requirements, please go to www.savt.ca.







Animal Health Perspectives

Animal Welfare Updates

By: Betty Althouse, DVM, Director Animal Heath and Chief Veterinary Officer. Saskatchewan Ministry of Agriculture.

As part of its mandate to protect the health and welfare of animals in Saskatchewan, the Ministry of Agriculture recently replaced *The Animal Protection Act, 1999* with *The Animal Protection Act, 2018*, and proclaimed updated *Animal Protection Regulations*.

For veterinarians, a major change in the new Act is the requirement for them to report suspected cruelty cases.

While veterinarians always had the ethical obligation to report such cases, there was no law requiring them to do so, until now.

While many parts of the old Act have been reworded or updated, there are a few new provisions to be aware of. One of the first changes in the new Act is the term "animal protection agency." This term applies to organizations, including humane societies that enforce the new Act and employ animal protection officers. Animal Protection Services of Saskatchewan, Regina Humane Society, Saskatoon SPCA and Prince Albert SPCA have been designated as animal protection agencies.

The term "abandoned animal" has been added to the definitions. This does not mean animals that are running at large, but rather those left behind when people move, or that are left unclaimed after a service, such as boarding. The new Act allows an animal protection officer (APO) to take an abandoned animal into custody and deliver them to an animal protection agency or caretaker. Previously, action could not be taken unless such animals were in distress.

So, what is "distress"? The new Act has a very detailed description of distress. It has been expanded to include: deprived of food and water to maintain an animal's health, deprived of veterinary care or medical attention, not protected from injurious temperatures, an animal kept in conditions that are: unsanitary, impair the animal's health over time, cause extreme anxiety or suffering, or an animal abandoned by the owner or person responsible which will or may cause distress.

The Act continues to use standards, code of practice, or guidelines, listed in the new regulations, to guide what is considered appropriate practice and use of animals. This is especially important for those who manage livestock, as if they are following the Code of Practice for the species, they are not causing distress.

Animal Care Duties have been added and every person responsible for an animal has a duty to provide for their care. The new Act includes a section detailing what these duties involve. This section also states that animals cared for in accordance with the appropriate standard, code of practice or guideline will be considered as being provided adequate care.

The new Act provides greater detail of the actions an APO can take in a suspected cruelty case and expands locations that are subject to inspection, while also ensuring a fair approach for the person responsible for the animal. APOs previously had the ability to take any action to relieve an animal in distress, following guidelines in the Act. Now, APOs can also take a more proactive approach and investigate cases where animals are likely to be in distress and act to prevent distress.

Corrective Action Orders are described, and APOs can order any corrective action needed to prevent or relieve distress of animals. The orders specify the timeframe in which corrective actions must take place and the APO can follow up and ensure that orders are followed.

There are some important initiatives taking place outside of legislation, as well.

The welfare of animals in Saskatchewan involves multiple agencies. The Ministry of Agriculture hosted two invitational facilitated animal welfare engagement meetings in October 2015 and January 2017 to identify and clarify roles of partners actively involved in animal welfare, and to promote

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a collaborative approach. Key players, roles and possible actions have been identified and a third meeting will be held on October 30th, 2018.

Research shows that there is a direct link between the welfare of animals and humans. **Animal welfare investigations** and interventions often require human service providers. Some examples include domestic squalor, hoarding, complications associated with aging, mental health and domestic violence. To better respond to these complex cases, an interagency human and animal welfare task team has been formed. The task team is comprised of representatives from animal protection, police, veterinary social work and relevant government Ministries, such as Health, Corrections and Policing and Social Services, and is lead and coordinated by the Ministry of Agriculture. We aim to improve responses in cases where both human and animal welfare are compromised. The second meeting of the task team will occur in November.

Animal welfare is an important component of animal health. For veterinarians, it is important to stay current on legislative changes, and your responsibility

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to report animal neglect or abuse. Consider developing an animal cruelty response protocol for your veterinary clinic, and be proactive when you see compromised animal welfare. Consider educating producers on the Codes of Practice, and check out the Canadian Agriculture Partnership (CAP) assurance systems programs producer rebate on Saskatchewan.ca. The

program supports veterinarian involvement with on-farm animal welfare and provides assistance for producers to make welfare improvements.

BVD Testing News

By: Dale Godson, PDS, Diagnostic Immunologist/Virologist

I would like to make everyone aware of a change in our test method for detecting BVD persistently infected (PI) animals. Due to limited antibody reagent availability, we are switching from immunohistochemistry (IHC) to PCR tests. The important consequence of this change is that fresh, not formalin-fixed ear notch samples are required. Otherwise, the sampling procedure is quite similar and a more detailed instruction sheet can be obtained from the PDS website: http://www.pdsinc.ca/ Portals/0/BVD%20Sampling%20 Instructions%202018.pdf

Samples can be tested in pools of up to 10 animals, so the cost/animal when doing herd screening is similar to the IHC test. Submit individual samples and pooling will be done at the lab. If a pool is positive, the individual positive animals will be identified at no extra cost.

PCR testing cannot reliably discriminate between transient and persistent infection; thus retesting of the animal after 3 weeks is recommended for confident determination of PI status.

BVD PI HERD SCREENING

Animals persistently infected with BVDV are the primary reservoir for BVD infection in cattle, shedding large amounts of virus throughout their lives. Thus, identification and removal of PI animals from the herd is the major focus of BVD control programs. Control programs

also include vaccination to reduce BVD infection rates and biosecurity measures to prevent introduction of BVD PI animals into the herd.

BVD PI detection may be a "needle in the haystack" exercise, so herd screening should be done in a rational, comprehensive manner. Veterinarians and their clients should discuss the best strategy for a particular herd, given producer goals and exposure risk. Keep in mind that good record keeping of animal ID and test results is required. The PI status stays the same throughout an animal's life, so once an animal has a negative test, it does not need to be retested at a later date. Conversely, knowing which animals in the herd have not been tested focuses efforts in future rounds of testing.

One strategy is to test all calves in the spring. Identifying PI calves allows them to be removed from the herd before they expose pregnant cows to the virus.

- Also test all aborted fetuses and stillborn calves. Then test the dams of any positive calf or fetus. A PI cow will have a PI calf, but not all PI calves are born from PI cows. Most PI calves are the result of a transient infection of a dam at the stage of gestation (in the first 4 months) when the fetus is immunotolerant.
- Identify and test the animals

in the herd that have not yet been tested, such as open cows, cows that have not calved at the time of herd sampling, or cows that lost their calf and the calf/fetus could not be recovered for testing.

 Any new entries such as replacement heifers or bulls should also be tested before entering the herd.

OTHER TESTS AVAILABLE FOR BVD DIAGNOSIS

As well as skin biopsies, PCR testing can also be done on unfixed tissue samples from aborted fetuses or necropsies, blood or serum, and individual or bulk milk tank samples. EDTA blood is the best sample to detect transient infections in live animals, since the virus can be most reliably detected in the buffy coat cells.

Virus isolation is the traditional method for detecting BVD virus, and can be used with the same samples noted above for PCR testing. However, since additional care is required getting the samples to the lab in a timely manner to ensure virus viability, and isolation may take up to 2 weeks to get results, this test now is used mostly for cases in which further characterization of the virus isolates by genetic analysis is required.

Antibody testing by virus neutralization assay is used to demonstrate exposure to the virus. It may take as long as 4 weeks to develop a significant antibody titre after infection. Testing acute and convalescent serum samples is required to establish that an infection occurred recently. Historically, killed vaccines did not elicit high titres and thus the magnitude of the antibody level could sometimes be used to distinguish vaccination from infection. However, newer modified live vaccines produce higher titres which makes this discrimination more difficult.

Transient infection of the pregnant cow can result in abortion, a PI calf, or congenital abnormalities. While persistent infection results from in utero exposure at 30 to 125 days of gestation (period of immune tolerance), virus infection at later stages of gestation can still result in congenital abnormalities. However testing the fetus or calf in these cases does not always demonstrate virus since the developing immune system of the fetus can clear the virus infection. Detection of antibodies in serum from newborn calves collected prior to colostrum ingestion indicates in utero infection, and can be used to diagnose the role of BVDV in these cases of congenital abnormalities.

If you have any questions about testing for BVD, please contact:

Dale Godson, DVM,PhD
Diagnostic
Immunologist/Virologist
Phone: (306) 966-7247
Email: dale.godson@pds.usask.ca

Laryngeal Rhabdomyosarcoma in a young Boxer cross dog

By: Moira Kerr, Veterinary Pathologist, PDS

A 3 year-old, spayed female, Boxer cross dog was presented to the Western College of Veterinary Medicine Veterinary Medical Centre (WCVM-VMC) for further investigation of a previously identified laryngeal or tracheal mass. The dog lost the ability to bark twelve months prior to being referred to the WCVM-VMC. On physical examination the dog was BAR but a marked abdominal component was observed with inspiration. The dog was eating and drinking normally without any episodes of vomiting or regurgitation. The dog had experienced respiratory dyspnea with excitement and episodes of tonic-clonic seizures during these episodes. Survey cervical radiographs revealed a poorly circumscribed, large, homogeneous, soft tissue opacity that deviated the larynx and trachea ventrolaterally and to the right. During anesthetic induction for advanced imaging studies (CT and MRI) two large masses could be observed, one tonsillar and one laryngeal. The caliber of the trachea was narrowed and required the placement of a small endotracheal tube. Due to respiratory complications the advanced imaging studies could not be completed. The owner elected euthanasia when informed of the advanced nature of the mass and the need for a temporary or permanent tracheostomy tube. The owner consented to incisional biopsy of the laryngeal mass following euthanasia. Imprint cytology was performed and the biopsy was submitted for histopathologic examination.

The imprints of a biopsy of the laryngeal mass were highly cellular and comprised dense collections of round to polyhedral to spindled cells with distinct cell borders and a moderate to high nuclear to cytoplasmic ratio (see image 1). The nucleus was centric, round to oval with a finely stippled chromatin pattern and a single, large, round nucleolus. The cytoplasm was scant to moderate and amphophilic. There were linear forms of

these cell that contained multiple (up to 4 seen) centrally located nuclei and vague perpendicular bands/cross striations (possible Z-bands). Anisokaryosis and anisocytosis were moderate. Mitoses were rare. Macronucleoli and karyomegaly were rare. The cytologic diagnosis was a skeletal muscle tumor—most likely a laryngeal rhabdomyosarcoma given the cytologic findings, degree of pleomorphism and location of the mass. Histochemical stains and immunohistochemistry were used to lend support to the diagnosis of a rhabdomyosarcoma. Staining with phosphotungstic acid-hematoxylin revealed a small minority of tumor cells that contained a dark blue, finely stippled material but did not demonstrate crossstriations (see image 2). Staining with periodic Acid Schiff (PAS), without and with diastase, revealed variably positive cytoplasmic staining with PAS that was sensitive to treatment with diastase. The majority of tumor cells in the mass were positive for desmin intermediate filament expression (see Image 3). Approximately 50% of the tumor cells in were positive for vimentin intermediate filament expression.

The histologic findings in the biopsy from the laryngeal mass coupled with the clinical findings, imprint cytology and histochemical and immunohistochemical stains were most consistent with a laryngeal rhabdomyosarcoma (RMS). RMSs are malignant neoplasms of striated muscles, which originate from muscle progenitor mesenchymal cells or from myocytes undergoing neoplastic transformation (1,2). The majority of RMSs in dogs have occurred in tissues that normally do not contain striatedmuscle cells, such as the pharynx, gingiva, urethra, trachea, larynx and the jawbone (1). In veterinary medicine RMSs can be classified into subtypes based on histologic characteristics:

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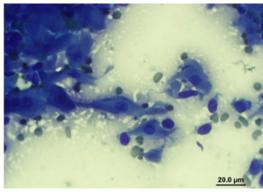


Image 1: Fine needle aspiration cytology showing singleton and close groupings of tumor cells. Some tumor cells have cytoplasmic cross striations. Wright Giemsa stain.

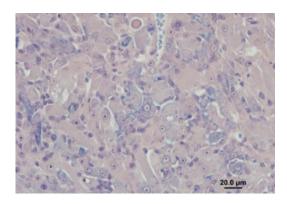


Image 2: Tumor cells showing different patterns of staining with phosphotungstic acid-hematoxylin stain

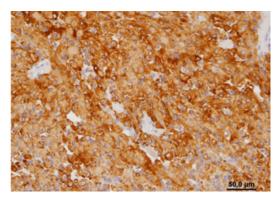


Image 3: Tumor cells exhibiting variable positivity for desmin intermediate filaments.

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embryonal RMS, alveolar RMS, botryoid RMS (aka: botryoid embryonal) and pleomorphic RMS. The clinical relevance of this tumor subtyping has not been established in veterinary medicine (1). The variation in phenotype, age of onset and cellular morphology makes the diagnosis and classification of RMS difficult. The diagnostic features of skeletal muscle differentiation are not always evident on light microscopic examination and immunohistochemistry and ultrastructural examination are often needed to confirm the diagnosis (1).

Canine laryngeal rhabdomyoma/sarcoma is considered a rare, distinct clinical entity in dogs, being locally invasive but rarely metastatic (1,3). Complete excision is often difficult due to local invasion and recurrence of these tumors often lead to euthanasia. Although most are histologically benign, they may cause death or result in euthanasia due to laryngeal obstruction -- as in this case. Affected dogs typically present with dysphonia, aphonia, stridor, and dyspnea. Due to the limited number of cases, age, sex and site predilection have not been recognized.

Canine laryngeal rhabdomyoma and rhabdomyosarcoma have been diagnosed as laryngeal oncocytoma in the past. Laryngeal rhabdo-myomas/ sarcomas can be distinguished from laryngeal oncocytomas by positive staining for myoglobin and desmin or by the ultrastructural presence of myofibers in addition to intracytoplasmic glycogen (PAS +ve and diastase-sensitive) and numerous mitochondria (1,2).

The use of immunohistochemical stains for desmin, α-actins, myogenin, and MyoD1 and ultrastructural identification of

sarcomeric structures can be used to determine if relatively undifferentiated tumors could be RMS.

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Gail Krohn Retires from PDS



Gail Krohn retired from PDS April 20, 2018 after 38 years in the laboratory profession. Gail obtained her diploma in Biological Sciences Technology in 1980 and progressed through various positions in laboratory settings. Gail got her first laboratory technology position as a summer student at the Tisdale Alfalfa Dehy laboratory in 1979. After graduating from Biological Sciences in 1980 she worked as a research technologist at Western College of Veterinary Medicine for Dr. Henry Tabel. In October 1981 she started work as a technologist at Saskatchewan Provincial Health laboratory in the virology. Her love of the veterinary field drew her to the Saskatchewan Provincial Veterinary Laboratory in Regina to work as a technologist in 1986. Once in the veterinary field she progressed her career to head technologist and quality manager at the Regina Laboratory. With the formation of Prairie Diagnostic Services

(PDS), Gail continued her work in Regina until 2009 when she started working in Saskatoon. From 2009 until her retirement in April she continued her work as quality and project manager and participated on the leadership team. Gail was a valued member of the PDS teams in Regina and Saskatoon and her dedication, quiet but firm mentorship, knowledge and enthusiasm are greatly missed by everyone who had an opportunity to work closely with her. We wish Gail and her family all the best in this new phase of their lives...as you can see she already has a handle on retirement and how best to enjoy it!

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.



Without staging, the time required for the dental procedure is typically a best guess scenario.

THE CASE FOR STAGED DENTAL PROCEDURES

Darren Osborne

fter decades of promoting veterinary dentistry to pet owners, it seems that dental recommendations are finally gaining traction. The 2017 Ontario Pet Owners Report shows that 33 per cent of pet owners want to discuss oral health with their veterinarian, and one in 10 pet owners report going to their veterinarian for regular dental care. To process the increased demand for dentistry, the modern veterinary hospital often includes a dental suite. In some hospitals, the dental suite is used more often than the surgical suite.

Increased compliance with dental recommendations is better for pets and for clients, but some hospitals are struggling to keep up with the workload. One problem is the nature of dental surgery- it's difficult to assess the extent of a pet's dental disease during a routine physical examination. Many aspects of veterinary medicine are predictable, allowing a treatment plan and estimate to be presented to clients. On the other hand, a dental procedure can vary widely in both time and cost, and it can be difficult for the veterinarian to fully determine the treatment or cost until the pet has been examined under anesthesia.

Often, a veterinarian will schedule one hour for dental surgery and the procedure will last two hours, or they'll schedule two hours and finish in less than an hour. In both cases, the clinic suffers. Either the clients are kept waiting longer or one hour (or more) of exam revenue is lost. A solution to this is to stage dental procedures.

Staged dentistry involves splitting the dental procedure into different steps. The first stage is the prophylaxis and the second stage (if required) is oral surgery. If the oral surgery lasts longer than two hours, it can also be split into stages.

One of the benefits of staging is that it allows for more accurate estimates for the client. A veterinarian can provide a firm

quote for the first stage for example, the prophylaxis, dental exam and radiographs. If the veterinarian then determines that subsequent surgery is required, a treatment plan can be developed to provide the client with a firm quote for the second stage.

Dr Louise Langlais, a veterinarian at Hespeler Animal Hospital in Cambridge, ON, has been staging dental procedures at her clinic for several years. "We book the second stage when we present the client with the bill for the prophylaxis. When we give them a bill that is exactly the amount we said it was going to be, it instills confidence."

Dr Langlais also provides x-rays and pictures to show the client why their pet requires oral surgery. "When we ask the client to bring their pet back in a week for the surgery, it gives them time to come to terms with the procedure, and if needed, time to find the funds to pay for the surgery," she says.

She assures the client that they won't pay more for two procedures than they would if it was all done at the same time. To harmonize the fee for staged dentistry, Dr Langlais doesn't charge the client for a second anesthetic induction or IV set-up fee.

Although the time spent performing the prophylaxis and surgery would be roughly the same whether the procedure was staged or not, breaking the procedure into stages does require additional costs to rebook, admit and discharge the animal the second time. Add to that the loss of revenue from the complimentary anesthetic induction fee and IV set up during the surgical stage of the treatment.

Even so, Dr Ron Mergl of Niagara Falls Animal Medical Centre is convinced these additional costs are offset by increased compliance.

"When we tell a client that they can come back in a week for the surgery, you can see the relief on their faces," says Dr Mergl. "They aren't under pressure to make a decision right then and there."

Staging dental surgery also allows for more productive scheduling for dental cleanings, oral surgery and exam room appointments. Without staging, the time required for the dental procedure is typically a best-guess scenario. It may work out as expected, but often ends up missing the mark.

Unless there's someone else there to lend a hand, the veterinarian also has the added stress of calling the client to explain that they underestimated the surgical time, as well as telling all the clients waiting for their appointments that they will be delayed. Hospitals that stage their dental procedures have a better idea of how long the oral surgery will take, so they can more effectively schedule other appointments during their busy days.

Some veterinarians may worry about the animal being in pain if dental surgery is delayed. "However, the dental decay we see in practice didn't develop overnight, but over months or sometimes years," says Dr. Langlais, "We can prescribe analgesics until the date of the surgery, if needed."

The client's fear of having their pet under anesthesia twice is another reason that hospitals avoid staged dentals. But Dr Tania Burrows of Big Bay Animal Hospital in Barrie, ON says it depends on the way it's explained to clients. She presents staging as the safer option. "I explain that we only anesthetize for up to a maximum of two hours," says Dr. Burrows. "I tell them if their pet needs surgery beyond two hours, we'll stage it to minimize the risk. Safety is not optional."

Darren Osborne, MA, is OVMA's director of economic research.

Adapted from The Case for Staged Dental Procedures, OVMA FOCUS: May/June 2018

APPLICATIONS ARE NOW BEING ACCEPTED FOR SUMMER 2019 MENTORSHIP AND PRECEPTORSHIP PROGRAMS

You may have already been approached by a first or second year WCVM student eager to have your practice mentor them over the summer of 2019.

SVMA now has two student job placement programs on the go: one for first and second year students, and one for third year students. Both programs offer Saskatchewan origin students an agriculture-based practice experience that showcases this career path and demonstrates the range of both professional and lifestyle options to be found in the agri-food sector in rural Saskatchewan, giving students the context to seriously consider food animal or mixed practice as an attractive career option.

MENTORSHIP PROGRAM

The annual Summer Student Mentorship Program (SSMP), sponsored by the SVMA and SK Agriculture, offers first and second year Saskatchewan origin students a 14-week summer introduction to real life veterinary practice in a large or mixed animal practice or in a food animal production facility. Mentorship Program students must approach practices on their own to arrange a summer job placement. Once a practice has agreed to mentor a particular student, the student submits their application and an agreement signed by both the student and the practice to the SVMA office. (The practice is not obligated to hire the student unless the application for Mentorship Program funding is successful.)

Visit the SVMA website at www.svma.sk.ca > Programs & Services > Mentorship Program for complete information.

PRECEPTORSHIP PROGRAM

The Preceptorship Program, subsidized by SVMA and a Preceptorship Program Fund made up of contributions by producer groups, offers third year Saskatchewan origin students a more intensive practice experience over a 14-week job placement in a large or mixed animal practice. The funding formula for the Preceptorship Program involves partnership with livestock producers because maintaining the population of large and mixed animal veterinarians in Saskatchewan is a clear need for the livestock industry, The application process for the Preceptorship Program is different in that students and practices apply separately. SVMA matches qualifying students with practices in areas of rural Saskatchewan that are most in need of veterinary service. Practices interested in having a 3rd year student as an active participant in their practice this summer must apply on their own, independently from students.

Visit the SVMA website at

www.svma.sk.ca > Programs & Services > Preceptorship Program for complete information and application forms.

The application deadline for both programs is November 30, 2018.

Wendy Wilkins, DVM, PhD

Changes to Antimicrobial Access - Producer Concerns

By this time, everyone reading this should be very aware that, as of December 1, 2018, all veterinary antibiotics become prescription drugs. The only exceptions are those that Health Canada does not consider medically important for human health – the ionophores such as Bovatec and Monensin.

This change brings challenges to veterinarians and producers alike. For veterinarians, it may mean an influx of new clients who typically do not use veterinary services except for emergencies. This may be problematic for practices currently working at capacity, or those which are short-staffed. It will mean increased record keeping, as a valid veterinary-client-patient-relationship (VCPR) must now be in place

- The cost of antibiotics will increase since veterinarians now have a monopoly on the market.
- a. It is possible that producers will see an increase in prices over what they currently pay at retail outlets as smaller practices may have limited access to volume discounts. Recent SVMA bylaw changes mean that once the producer has the prescription in hand, they are free to have it filled at any Saskatchewan veterinary clinic or a pharmacy. Normal competition should normalize prices.
- 2. There aren't any veterinarians in my area. I will have to travel hours to get my antibiotics.
- a. The Livestock Branch has mapped all livestock and poultry premises registered in the Premises Identification database against all veterinary clinics registered in the database; at least 75 per cent of premises have a veterinary clinic within 50 km, and 100 per cent have a clinic within 100 km. There may be reasons that producers may have to travel longer distances, such as "relationship challenges", limited opening hours of the

The business model for Saskatchewan animal agriculture has been built on decades of access to over-the-counter antibiotics for managing routine livestock and poultry health problems. Nothing lasts forever, and the new paradigm will eventually become the norm; however, there will undoubtedly

prior to selling any antibiotics. This will result in the need for new medical records for clients who, up until now, primarily relied on over-the-counter antibiotic products. Producers will lose the convenience of buying their antibiotics at farm and feed supply stores or other retail outlets. Instead, they may have to work around the availability of the veterinarian when a health issue requiring a new prescription arises, and plan around the operating hours of the veterinary clinic for filling or refilling the prescription. For some producers who do not routinely use veterinary services, the prospect of reduced access and having to pay veterinary fees is a hard pill to swallow, and sure to cause resentment at times which

practice, or the local practice may be too busy to take the producer on as a client.

- I don't have time to travel all the way to the clinic to pick up my prescription. Who can pick it up for me?
- a. Just as with human prescriptions, there is no restriction on who can pick up prescription medications once a prescription has been filled at the dispensing clinic/pharmacy. Producers can arrange for a third party as the "courier" to deliver products to the farm.
- 4. My veterinarian doesn't carry large-volume antibiotics. Where do I buy antibiotics to mix in feed on my farm?
- a. Since feed mills can no longer sell the raw antibiotic to the producer (antibiotics can only be dispensed by feed mills when mixed in a feed or micro/macro mix), there are unresolved questions about who will carry and dispense the large volumes of antibiotics that are used by on-farm (non-commercial) feed mills. Many practices do not have the storage capacity, and some simply do not want to risk investing in a low-margin

be growing pains on both sides until we get there.

Its important to all keep in mind the reasons for the changes- that antimicrobial resistance is seen as a growing threat around the world and antimicrobial use should be overseen by medical professionals; in the

will be stressful for both the producer and the veterinarian and /or clinic staff.

Ministry of Agriculture staff have endeavored to talk to producers and industry associations whenever possible about the upcoming changes. We have explained the real concern about antimicrobial resistance and the need for antimicrobial stewardship. We have explained how veterinarians are best placed to make a diagnosis and recommend prevention and treatment. Working with a veterinarian on herd health and disease prevention and treatment plans can actually save money for producers.

Over the months, these are the major concerns that we have heard:

- product. There may be limited options for accessing these products going forward.
- My veterinarian knows nothing about my (insert minor species here).
- a. Many veterinarians are not experienced/ comfortable with minor/alternative species. Many veterinarians would say they know little about poultry health, for example. The same would apply to bees, or hobby fish, or possibly even camelids, or cervids. This creates challenges both for the veterinarian with respect to establishing trust, and for the person who is looking for a veterinarian willing and able to provide the needed services. There are some concerns that owners will not even bother to seek veterinary services when they only have a few birds or other low-value animals, compromising animal welfare. There are concerns around access to the products typically used by producers for these species: medicated chick starter, in-water antibiotics for small flocks, tetracycline approved for bees. All will require a veterinary prescription. Will veterinary clinics have these products in stock?

case of use in animals that means oversight by veterinarians.

Improved antimicrobial stewardship is the goal. But recognizing the challenges seen by producers, and responding to them, will increase trust and ease the transition.

The Saskatchewan Animal Protection Act has been updated and new regulations are now in effect.

Members are advised to review the new AP Act and AP Regulations at syma.sk.ca > Home > Legislation and Regulation or in the Veterinary Resource Binder.

We Sadly Announce...



DR BERNARD CHAPUIS

t all started in Dijon, France on August 21, 1932. Bernard was the youngest of seven children born to Marie-Therese and Marius. He passed away peacefully in his sleep, likely of a heart attack, on July 24, 2018. Now, to look at the years between . . .

His sense of adventure brought him via the good ship Homeric to Quebec to study Veterinary Medicine at St Hyacinthe. Answering an ad after convocation in 1959, he got his first job in Prince Albert, Saskatchewan with Dr. Harvey Just. Six years later they decided to create two practices to "corner the market" in Prince Albert. Those were the days of country calls and primarily large animal practice. As the small animal field grew and Prince Albert expanded, Bernard built his Marquis Road Veterinary Clinic in the newly developed Marquis Road Industrial Park. Nestled among car dealerships, Bernard planted rows of willows, daisies and crab apple trees to landscape his clinic situated on a one acre space. Veterinary medicine was truly a vocation for Bernard; he was a practicing vet for 59 years. Needless to say, he saw many changes in the profession but never ceased being interested in his clients, their pets and the cases. He also appreciated

his relationship with the Veterinary College in Saskatoon. Although he had recently listed the practice for sale (a tiny ad in the vet association journal), he said he truly did not want to retire. The fact that he died quite suddenly, after only a few a days away is, we are certain, the way he wanted it.

This is not to say he didn't have other interests. He loved music and shared that love and interest with many friends. He also loved swimming; his pool friends were very close to him and among the first to deliver a sympathy card. He loved food and cooking and trying new recipes, albeit changing them and adding twice as much if the recipe called for cream, butter, wine or fresh herbs. He loved art and supported the art community in many ways. He loved friends and family equally, he was very happy as our family grew with son-in-law Colin, daughter-in-law Laura, their families, and of course, grandsons Jack and Levi. He kept in close touch with our French family through phone calls, visits, photos and flowers. He loved so many and so much, and his enthusiasm was contagious.

He and Evelyn had a marvelous time together. They married in 1962, bought the house on the hill, and immediately installed the 12-foot "square with the circle in it" sculpture. They did all the good stuff - children, pets, work, travel, friends, projects, entertaining, being part of the community. They had different interests and different ways of doing things but a very strong mutual respect and admiration. In Evelyn's last year, Bernard took wonderful care of her and they enjoyed a time of special closeness and happy reflection on their 55 years together.

Bernard is survived by his children, Mary-Lorraine (Colin Chovin) and Paul (Laura Metz), grandsons Jack and Levi, two siblings, Anny Maurer and Georges (Nicole), and two sisters-inlaw, Bernadette and Arlette. He was predeceased by his dear wife Evelyn in May of this year; brothers, Jean, Francois and Michel (Marie-Jeanne); and sister Claude.

Bernard supported many causes, but he would suggest a donation to a cause of your choice, not his. He might suggest buying champagne to drink with those you love, or at least with those who love champagne.

 From the family of Dr Bernard Chapuis



DR PAUL GREENOUGH

e are sad to announce
Dr Paul Greenough's family is
sad to announce his peaceful
death in the early hours of September 1st.

Paul was born in Bristol, England. He graduated from the Royal Veterinary College in London in 1947. For the next 19 years he worked in private dairy practice mostly in Castle Cary in the county of Somerset. He married Pauline Barlow, his childhood sweetheart, in 1948 and they had six children: Timothy, Rosalyn, Anne, Sally, Mark and Peter. Paul and his partners developed the first large animal hospital in Southern England.

Early in his practice life, Paul took an interest in cattle lameness. His first film "Lameness in Cattle" was sold and distributed by a pharmaceutical company. Paul was an ardent rugby player, a game which he played from the age of 10 until 36. While in Castle Cary he and two colleagues founded a veterinary cooperative, Centaur Services, which today is the largest company supplying pharmaceutics to veterinary practices all over the British Isles.

In 1966 Paul brought his family to Canada and became a member of the faculty of the Western College of Veterinary Medicine, from which he retired in 1992. Soon after his arrival, he took a year's leave of absence to work for a project sponsored by FAO to develop an audio-visual service at the Autonomous University of Mexico. On his return he was appointed Director of Audio-Visual Services at the University.

In 1972 Paul married Sharon Leedahl and this marriage was blessed with a son, Paul Tobias, and a grandson. When Paul returned to the faculty of the WCVM, he spent the first two years teaching the anatomy of the limb. This experience equipped him for his higher studies and research into the cause, treatment and control of lameness in the dairy cow. Until about 1985 Paul directed his clinical work towards the treatment of individual lame cattle. Later he was invited to study problems in beef cattle which initially was related to conformation and the association between founder and nutrition in intensively fed bulls. However, his most important work aimed to reduce the incidence of lameness in dairy cattle, a condition which causes the greatest pain that cows are forced to suffer. Paul was proud of his contribution to the understanding of animal welfare.

Throughout his academic career, Paul was a writer and delighted in storytelling. One story was developed into a 300-page book which won a Saskatchewan Writers' Guild Award (1988) for describing his sabbatical leave spent at the University of Mexico while living in a travel trailer with his wife, Sharon and young son. He

published many reviews and research reports in veterinary journals. In addition, he co-authored the standard veterinary textbook on bovine lameness "Lameness in Cattle" which has gone to three editions and been translated into four languages. Perhaps the favourite among his publications is a booklet that he co-authored for the ZINPRO Corporation especially for cattle producers. This booklet has had about 80,000 copies printed and been translated into several foreign languages.

After Paul retired in 1992 he became an international lecturer on bovine lameness, an expert litigation consultant, and an on-farm consultant in bovine lameness. He continued his research into his 80s. In 2000 he started to carve and paint wild birds, a hobby he enjoyed for the rest of his life. Another of his retirement hobbies was cooking and writing an anecdotal story of his life.

Paul was predeceased by his son Mark in 2004 (and daughter-in-law Sandra in 2008) and daughter Anne in 2014. Left to grieve him is the love of his life Sharon, his wife for 46 years, and his children Tim (Laurene), Rosalyn (Paul), Sally (Ken), Peter (Jayne) and Toby (Jackie), as well as 13 grandchildren, 14 great-grandchildren, and one great-great-grandchild. The family wishes to thank Dr M. Jutras of the Lakeside Medical Clinic for his attentive care of Paul for so many years.



canadian veterinary medical association (CVMA) ONE PROFESSION. ONE STRONG VOICE.

CVMA strives to address issues of relevance to veterinarians across the country. We're pleased to provide you with an overview of what the CVMA has recently been working on for you, our valued members in Saskatchewan.

POLICY AND ADVOCACY

CVMA WORKING CLOSELY
WITH HEALTH CANADA TO
DISCUSS IMPACT OF NEW
CANNABIS LEGALIZATION ON
VETERINARIANS AND THEIR
PATIENTS

The new Cannabis Act and Regulations came into effect on October 17, 2018. The CVMA continues to work closely with the Veterinary Drugs Directorate (VDD) of Health Canada to advance our understanding of the implications of federal legislation. Areas of particular focus for CVMA include prescribing new drugs containing cannabinoids; labelling of cannabis products to protect pets; and availability of registered veterinary health products (VHPs).

The CVMA will continue to share information as it becomes available. Find more information under Impact of New Cannabis Legalization on Veterinarians and their Patients section under the Policy & Advocacy tab of canadianyeterinarians.net.

ASSISTING IN VETERINARY OVERSIGHT OF ANTIMICROBIAL TREATMENT OF AGRICULTURAL BEE POPULATIONS

The CVMA, in conjunction with the Canadian Council of Veterinary Registrars, created a document to assist provincial/territorial veterinary statutory

bodies with developing a common set of guidelines regarding the behaviour of registered veterinarians when working with bee keepers and honey producers, and prescribing treatment for bees. Visit the Veterinary Oversight of Antimicrobial Use in Animals in Canada section of our website to download the Sub Section: Providing Veterinary Oversight of Antimicrobial Treatment of Agricultural Bee Populations.

LATEST NEW AND REVISED CVMA POSITION STATEMENTS

The following new and revised position statements were approved in July 2018 and are available under the Policy & Advocacy section of the CVMA website:

- Raw Meat-Based Diets for Pets
- Housing Systems for Laying Hens
- The Welfare of Cull Dairy Cows

SCIENCE AND KNOWLEDGE

2019 CVMA AWARDS NOMINATIONS

Each year the CVMA proudly recognizes individuals who have demonstrated significant accomplishments, exemplary leadership, and tireless commitment to Canada's veterinary community. Nominations for the 2019 Awards are being accepted until January 31, 2019. Nominees

(excluding those nominated for Honourary Membership) must be current CVMA members; however, they can be nominated by non-CVMA members. More information about the awards and criteria can be found at canadianveterinarians.net/about/awards.

WSAVA AND CVMA JOINT CONGRESS

The CVMA and World Small **Animal Veterinary Association** (WSAVA) joint Congress runs from July 16 to 19, 2019 in Toronto. Ten CE tracks per day will include dentistry, dermatology, business management, equine welfare, and more (preview the scientific program here: wsava2019. com/scientific-program). CVMA signature events include the CVMA Global Summit, CVMA Global Forum, Emerging Leaders Program, and the CVMA AGM and Awards Ceremony. Take advantage of early bird savings before April 10, 2019 at canadianveterinarians.net/ science-knowledge/annualconvention.

PRACTICE AND ECONOMICS

ANIMALHEALTHCARE.CA

The CVMA offers AnimalHealthCare.ca to provide animal owners with general information on common animal health issues and conditions, emphasizing that veterinarians are still the best source of advice when it comes to a pet's health. Some of the new or revised articles include:

- · Cats and Essential Oils
- Training is Important for Our Pets Around the Home
- Keeping Your Horse in Good Health for Life

NON-DVM WAGES OUTPACING INFLATION

With two consecutive years of strong economic growth across Canada, non-DVM staff are reaping the benefits in tandem with associate veterinarians and practice owners. Wages maintained their upward trajectory, with many non-DVM staff seeing compensation grow well above the rate of inflation. Find the entire article in September's issue of The Canadian Veterinary Journal.

VALUE OF MEMBERSHIP

INTRODUCING NEW PREFERRED RATES ON PAYMENT PROCESSING FROM MONERIS®

Moneris® and the CVMA have amended its preferred payment processing rate program to provide members with additional savings and value. Take advantage of the Simplified Pricing model (moneris.com/simplified). Contact the CVMA for a copy of the new preferred rate sheet. Contact Moneris



directly at 1-877-789-5335 and confirm your CVMA membership to take advantage of this offer.

THE CVMA AND GOODLIFE FITNESS OFFER CVMA MEMBERS DISCOUNTED GYM MEMBERSHIPS

The CVMA corporate membership can save you up to 44 per cent off regular individual membership rates. Visit the Member Benefits and Services section of canadianveterinarians. net and click on GoodLife Fitness Corporate Membership (member log-in required).

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

The CVMA has negotiated the best rates to enjoy the slopes of Mont Tremblant through SkiMax. Visit the Member Benefits and Services section of canadianveterinarians.net for more information. You can take advantage of discount rates until October 25, 2018.

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



Greetings from SAVT!

all is in full swing here on the prairies! The farmers are patiently waiting for the weather to turn a corner so they can get the rest of the crop in the bin, myself included! Not only am I "Proudly RVT" but I also am a busy farm hand on my parents' home quarter with grain and cattle.

The Saskatchewan Association of Veterinary Technologists (SAVT) is already in the midst of busy autumn. Celebrating Registered Veterinary Technologist (RVT) Month in October was a busy and exciting time for the SAVT to promote the profession, show appreciation to all the amazing RVT's and bring awareness for the need of more RVTs all over Saskatchewan. The Ministry of Agriculture and seven cities throughout Saskatchewan made Proclamations to have either a week or the entire month dedicated to recognizing and promoting amazing profession. Thank you to our Executive Director Jasmin Carlton, who attended multiple Proclamation ceremonies and brought greetings and gratitude from the SAVT.

The SAVT 34th annual conference just concluded in early November and we all had a great time! Each year it is held in Saskatoon during the first

weekend in November with CE sessions and celebrations at the Saskatoon Inn and the wet lab portions at the Western College of Veterinary Medicine (WCVM). We are very lucky to have such an amazing relationship with the WCVM and are able to host and offer a variety of different wet labs. Thank you to our Conference Coordinator Kenzie Makowsky, RVT for all the hard work she does to prepare for the conference and bringing in so many great speakers and wet lab instructors. I am sure she will have some great ideas already brewing for our 35th conference next year!

The SVMA conference was held in September and President Lois Ridgway, RVT, Conference Coordinator Kenzie Makowsky, RVT and Executive Director Jasmin Carlton attended and brought greetings from the SAVT and celebrated our close partnership with SVMA in promoting our amazing profession!

The SAVT would also like to congratulate two members as recent award recipients. In July, at the CVMA Convention, Bernice Ruf, RVT was awarded the 2018 CVMA Canadian RVT of the Year award and in September, Dionne Bachiu, RVT was awarded the 2018 SVMA RVT of the Year award. Both of you are well deserving recipients!



LETTERS FROM MEMBERS.

"YOU SAID IT" is a column for member comments, stories and letters.

Feel, Felt, Found

An open letter to all members:

Lately some practitioners have been voicing frustrations with the SVMA's disciplinary process. To start, I want to state very clearly that from firsthand experience I can sympathize with these colleagues.

Several years ago, I was also disciplined by the SVMA and in fact I believe I may hold the unenviable distinction to be the first Saskatchewan veterinary practitioner to face a suspension. Like many of my disgruntled colleagues, I pled guilty, and then was furious that my side of the dispute was not heard.

My side of the dispute didn't make what I did/failed to do right, but my rationale made sense to me and made me feel less stupid. I can without exaggeration state that being disciplined was one of the worst experiences of my life.

I spent the next decade "bitching" about the SVMA to anyone unfortunate enough to get trapped in one of my tirades. Eventually a good friend and large animal client changed my direction with a single comment: "Bellamy why don't you shut up, quit whining and get involved with your Association and fix it?". The comment left me somewhat "pissed" and speechless.

To save face, I let my name stand for nomination to Council. I can still remember driving to Saskatoon for my first Council meeting certain that I would soon be in a position to tell this group of elitist veterinarians what it was like in the real world. To state what happened next was humbling would be an understatement. Like most individuals who "think they have all the answers" I soon learned that things might not be as straightforward as I had thought.

I found that Council was not a group of elitist

veterinarians trying to tell everyone what to do, but a group of real world practitioners who volunteer their time trying to fulfill the legislative requirements of The Veterinarians Act. I encourage all practitioners to read the act. What you will find is that the reason the veterinary profession exists, can charge for their services, and have access to prescription and controlled substances are all mandated in this act. When it comes to prescribing and dispensing, there are a host of federal and provincial legislations that the profession is legally obligated to follow, including the Pharmacy Act, Pest Control Products Act, Health of Animals Act and Regulations, Controlled Drug and Substances Act, Narcotic Control Regulation, and Food and Drug Act and Regulation, to name a few.

To make a long story short, most of what I thought were crazy obligations, thought up by an SVMA Council composed of practitioners out of touch with the real world, were in fact legal obligations.

All that said, I am not suggesting that SVMA Council or its committees get everything right all the time. I encourage members with issues to get involved, let your name stand for council or join a committee. If nothing else, phone a Council member and/or write a letter about your concern.

In closing, I am indeed an old fart mellowed by time and facing the end of my career. To those unhappy with the process, I can say I know exactly how you feel, I felt the same way, and this is what I found - my biggest career regret is the decade spent bitching about the SVMA rather than being involved with my professional association.

Dr Bob Bellamy Bellamy Harrison Animal Hospital Moose Jaw, SK

Slaughter House Video

Dear Colleagues:

At the September conference on animal welfare in Saskatoon, Dr Cassandra Tucker, talking on slaughter house inspections for animal abuse and cruelty, stated that many of the USA slaughter plants are employing videocamera surveillance in all steps of their operations from unloading to stunning of the animals. They found the cameras to be more effective at preventing and detecting acts of cruelty and abuse than were human inspections. However, many are using both at the same time. Cameras are watching all the time (eye in the sky) and don't miss as much if strategically located throughout the plant. Videos can also be retained and used as evidence of abuse or cruelty if needed for termination of employment, court, fines and/or jail terms.

The undercover videos that have been aired on CTV showing acts of cruelty in Canadian slaughter houses were painful to watch, maddening, depressing and very saddening. The road to the slaughter room is stressful enough without adding any acts of abuse or cruelty to it and these abuses have to stop!

Targeting and science-based actions could target and eliminate abuses of horses being shipped in undersized crates, sows being housed in gestation cages most of their lives, inhumane housing of veal calves and egg-laying chickens, inhumane transport of animals and inhumane farm and feedlot management practices, etc., but how would it address the cases of animals in

NEXT ISSUE'S TOPIC: What cramps your vibe? Send your funny or spirited replies to sgauthier@svma.sk.ca to be published anonymously. on campus
at the wcvm
Gracyn Johnson, 2020

slaughter houses being kicked, beaten, prodded and strung up by one leg while still alive, or chickens being thrown against a wall or having their legs torn off while still alive to entertain fellow inhumane workers?

I believe that a mandatory video surveillance system would be a good tool to help detect and prevent these acts. The 'eye in the sky' would always be watching and would provide evidence in the majority of cases. It would also act as a strong deterrent as abusers would risk losing their jobs and possible prosecution with fines and/or jail terms.

The information on video surveillance from the conference was uplifting to me because most likely it will eventually come to all Canadian slaughter houses.

How can the veterinary profession help implement such a worthwhile system? Perhaps the animal welfare committees of the SVMA, CVMA, and other provincial veterinary medical associations could in some way help influence the implementation of a mandatory video surveillance system in all Canadian slaughter houses, which would hopefully stop or at least lower the incidents of animal abuse and cruelty on the terrifying road to the slaughter room.

Dr Robert J. Evenson BSA, DVM / WCVM '69 North East Veterinary Services Tisdale, SK 306-873-2042 ello Everyone! My name is Gracyn Johnson and I am the 2018-2019 SVMA rep. I am in my third year of studies and truly enjoying my experience here. My background is largely agricultural with a focus on commercial cattle production. My step family's ranch in the southern part of Saskatchewan provided me with a strong foundation and desire to pursue veterinary medicine and contribute back to Canada's food animal industry. I look forward to helping represent the SVMA at the WCVM and I will do my best to keep everyone informed of the exciting things we have going on here.

WCVM students are excited to be back for another year of classes and rotations, after a well-earned and equally appreciated summer break. Student experiences this summer included research, international volunteer work and private practice, allowing students to critically think and apply their previous years' knowledge. The Class of 2021 received their official welcome to the veterinary profession at the WCVM's Annual White Coat Ceremony held in September. Congratulations are in order for all the well deserving students, and as well to the students who accepted awards later in the evening for their achievements. The first year class was also given the opportunity to attend I-PASS. This is a one day symposium represented by all of the medical profession students here in Saskatoon that facilitates student networking and demonstrates the need for medical professions to work together.

In no time at all, the second year class is diving into their busy semester with one exam followed by the next. Second year is undoubtedly a heavy course load, and aside from encouraging these students to take full advantage of the numerous free lunch talks and pancake breakfasts, the college stresses the importance of mental health and provides resources to each class to help maintain a balanced school year. To help

with this, the Western Canadian Veterinary Students' Association is putting on events and getting speakers from all across Canada to come in and discuss ways to balance a healthy lifestyle while excelling in their studies and to increase awareness of mental health issues.

Third years have a very exciting year ahead of them. We are fortunate to be getting hands-on learning of practical procedures through labs with our new simulation models and live animal procedures such as mare palpations, venipuncture, dentistry, emergency procedures and ovariectomies – to only name a few. This year will be very rewarding, using our foundational knowledge from the past two years and applying it to patient care.

Beginning at the end of last April, the fourth years have begun their clinical rotations. Students are everywhere, from international practice learning about third world medical care to world equestrian games, beef genetic facilities and dairies in the southern states, and both small and large animal practice from coast to coast. I'm mentally sending some much-needed arm strength out to the fourth years on preg-checking rotations this fall!

The WCVM is implementing a new Professionalism policy which replaces the current Honour Code. This policy will be increasing the awareness and demonstration of professionalism in our college – focused on punctuality and treating professors, clients and colleagues with respect.

Coming up in mid-October, the WCVM is also hosting an evening reception for Career Fair. This will provide 3rd and 4th year students and potential employers the opportunity to network and discuss possible summer and full-time employment experiences.

All the best as we work through and wrap up the 2018 year!



An Update from the wevm

Dr Douglas FreemanWestern College of Veterinary Medicine

Last month, we met with members of the Western College of Veterinary Medicine's Advisory Council during our annual meeting on Sept 21. We had a robust meeting where members heard and provided feedback on the college's many activities and advances, followed by a strategic planning session that focused on the WCVM's next five years.

On that same day, council members also had the opportunity

to celebrate the Class of 2022's White Coat Ceremony with our 79 first-year students who represent communities throughout Western Canada and the North. The ceremony's keynote speaker was Dr Kathy Parker, a 1981 WCVM graduate. Parker, who received the 2018 Canadian Veterinary Medical Association (CVMA) Merck Veterinary Award in early July, was the ideal person to welcome our new students to the

college and to the profession.

Later that evening, the WCVM held its annual fall awards program where college representatives distributed nearly 60 scholarships, awards and bursaries worth over \$123,000. This year, fourth-year veterinary student Brittany Davis was the recipient of the Saskatchewan Veterinary Medical Association award.

Here are other recent news highlights from the WCVM:

PET-CT UNIT FOR WCVM: The WCVM will soon be home to Canada's first PET-CT unit dedicated to animals thanks to an Alberta donor who contributed \$2.5 million to the project. Cathy Roozen, an Edmonton-based businesswoman and philanthropist, made the personal contribution to the WCVM because of her strong interest in the veterinary college's clinical and research programs. With the PET-CT technology, the WCVM will join a select group: only five other veterinary colleges in North America have a PET-CT unit available for clinical use in animals as well as for animalhuman health research studies. The suite, which is a key component of the WCVM's growing veterinary oncology centre, will be dedicated to animal health care and teaching as well as research for animals and people. Now under construction, the veterinary college's PET-CT suite is set for completion in late 2018, with the PET-CT scanner expected to be operating by early 2019.

NEW CT UNIT IN OPERATION: The WCVM's new computed tomography (CT) scanner is pushing the boundaries of veterinary medical imaging — creating 320 "slices" or cross-sectional images during each rotation around the patient. The new unit replaces the college's previous scanner that could produce 16 image slices per rotation. The Toshiba Aquilion ONE with its increased volume capabilities, advanced technology and improved software produces a clearer image with reduced artifacts — distortions or errors in the image that can make interpretation difficult. The new CT scanner also allows members of the WCVM's medical imaging team to reduce motion artifacts in regions where it has notoriously been an issue, such as the heart and lungs. The advanced software can produce images showing an organ's structure, movement and blood flow in real time. WCVM veterinary students get a first-hand look at the advanced technology and learn more about its use as a tool for veterinary diagnostics and research studies.

ROYAL TREATMENT: Veterinary biomedical scientist Dr Maud Ferrari has earned a spot in the prestigious Royal Society of Canada's (RSC) College of New Scholars, Artists and Scientists, which celebrates research excellence at an early career stage. Ferrari, an associate professor in the WCVM's Department of Veterinary Biomedical Sciences, is an international leader in aquatic and behavioural ecology. She's also an expert on predator-prey interactions in changing aquatic ecosystems.

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

VETERINARIANS REQUIRED

EARL GREY

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

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 elrosevetservices@sasktel.net.

HUMBOLDT

Looking for a mixed animal practice in a city with a small town feel? The Animal Health Clinic of Humboldt is a mixed animal practice in the city of Humboldt, SK. Humboldt is a

family-friendly city of around 6000 people and is only an hour away from Saskatoon.

The Animal Health Clinic of Humboldt has been providing veterinary services to Humboldt and the surrounding area for over 20 years but recently moved into a brand-new building. The clinic itself is a large, modern facility with lots of natural light which was purpose-built in 2016. It features 3 exam rooms, a large and open treatment area with 2 treatment tables and 1 prep/ tub table, surgical suite, x-ray and ultrasound room, in-house laboratory, lots of office space, huge lunch/conference room, and more.

Most of our large animal cases are seen in the clinic in a clean, well-lit space with a good chute system. Our equipment includes digital x-ray, ultrasound, full in-house bloodwork machines purchased in 2017, digital dental x-ray and a new iM3 dental unit both purchased in 2018.

We currently have one part-time and two full-time veterinarians and we are looking to expand our team. The majority of our caseload (about 80%) is canine and feline medicine/surgery, with the other 20% being comprised of feedlot health, cow-calf, equine and exotics. We offer great mentorship and a collaborative team environment. We are looking for someone who wants to be a part of a team and has a desire to practice progressive medicine on all species. Contact Animal Clinic of Humboldt at ams@ sasktel.net.

LLOYDMINSTER

Are you looking for a practice limited to serving the commercial beef industry? A well-established ambulatory practice in beef cow country around Llovdminster SK\ AB is looking for a full time veterinarian. Longer work week in the spring and fall seasons allow for extended periods of time off during winter and summer months. Mentorship is available and compensation is industry standard. Reply to Don Driedger in confidence by phone 780-871-8901 or email drdriedgerdvm@gmail.com.

LUMSDEN

TM'z Veterinary Clinic is accepting applications for associate

veterinarians to join our practice. OPENINGS are available for SMALL ANIMAL ONLY or MIXED ANIMAL.

The goal of our 5 member veterinary team is to provide a positive effect on the lives of our clients and their pets while maintaining life balance for our team members. Our focus is on veterinary care with a difference and it's our goal to be the difference in the pet/client/ vet relationship. Mentorship and assisting each other is a key part of our practice. Our current full-time large animal only veterinarian has 12 years of experience and will provide mentorship. Our veterinary team leader has 18 years' experience on the companion animal side and will provide one on one mentorship for as long as necessary. If you have an exotics interest we have a veterinarian to mentor in that area as well.

We offer a RELOCATION and SIGNING BONUS along with a competitive salary, full benefit package, paid CE, dues and more. We have a diverse case load ranging from general practice to emergency cases. We encourage and nurture advancement of your skill set.

MELVILLE

This position may not be for you. But if you are a good DVM on a life-long quest for GREAT-NESS then perhaps consider this opportunity. We have a position open for a mixed-animal DVM to join our spirited team on our shoulder-to-shoulder quest to practice best medicine and exceptional customer care. Close mentorship is offered to take you from good to GREAT, all the while respecting the need for good work-life balance. AAHA accreditation in progress. Interested? Give us a shout. 306-728-2633 or email deanaschenher@hotmail.com

OGEMA

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 SOC 1Y0 dsac@sasktel.net Phone: (306) 459-2422 Fax: (306) 459-2880

OUTLOOK

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! We are compassionate veterinarians with 25+ 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

Looking for a veterinary hospital fully equipped and staffed to practice excellent small animal medicine? We have openings for two veterinarians - one full time, and one maternity leave position. Currently on-staff - six veterinarians and eight technologists. We are

a full-service hospital with expanded services into holistic modalities - acupuncture, spinal manipulation, homeopathy and fresh food nutrition. Sound interesting? There's more! How does working at a hospital where colleagues work as a real team sound? Where frequent staff and doctor lunch meetings are routine? Our motto is 'Special Friends Deserve Special Care' and this applies to our staff as well as the families who walk through our doors. Comments from our veterinary team? "My schedule isn't overloaded. I have a scheduled one hour paperwork spot each day to catch up and thirty- minute appointments allow for in depth discussions with clients so I can provide my best care.", "My professional interests are supported including the pursuit of CE in that area. Because of this each of us brings our own little specialty to case discussions", "I have real work life balance – because my family and personal needs outside work hours are respected. Very rarely am I needed outside my scheduled work day. I feel truly valued."

Interested? Contact Renee Irving, Lakewood Animal Hospital, 1151 Lakewood Court North, Regina, SK S4X 3S3. Ph: (306) 545-6487, Fax: (306)545-1374 or email renee.lakewoodanimal@ sasktel.net

REGINA

Gardiner Park Animal Hospital in Regina SK is seeking a full or part-time 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, mentorship and benefits for employees. Please send resume to gardparkjoan@ sasktel.net

REGINA

24 HR Animal Care Centre in Regina, SK is now accepting applications for three full-time small animal veterinarians to join our team. By providing our veterinarians with the tools and in-house diagnostic capabilities, and a great support team, we are able to offer our patients the gold-standard in veterinary care. Our AAHA accredited

hospital is fully equipped with paperless Cornerstone practice management software, full in-house Idexx laboratory, 2 SurgiVet Advisors, ultrasonic dental unit, digital radiography, digital dental radiography, endoscopy, ultrasound, therapeutic K-Laser and CytoVetStat. Take a virtual tour at www.24hracc.ca. Come and ioin an excellent team that cares for patients 24 hours a day with compassion, and professionalism.

Our veterinarians work 12-hour shifts, rotating between days and nights, with approximately 14-16 shifts per month. Compensation is very competitive, commensurate with experience and includes production bonuses, medical benefits and CE. Professional development is encouraged and time off to pursue personal interests is provided.

The successful candidates will also receive a signing bonus of up to \$10,000 (some conditions apply)! Candidates must have passed the NAVLE and have obtained their DVM (or equivalent) and must have fluent English communication skills (written and oral). Your income is up to you! Earn a base yearly income of approximately \$90,000 minimum plus production (which can give you the earning potential in excess of \$150,000 per year!). Preference will be given to candidates from or willing to move to Regina. Saskatchewan has a lot to offer, including the Saskatchewan Graduate Retention Program in which tax incentives are offered for up to 7 years post-graduation. We look forward to hearing from YOU!

Contact: Sarah Kessler, 24 HR Animal Care Centre, 1846 Victoria Avenue East, Regina, Saskatchewan S4N 7K3; phone: (306) 761-1449; e-mail: 24hrhr@ accesscomm.ca

REGINA

The Animal Clinic of Regina is looking for an outgoing and motivated small animal veterinarian to join our team. Our unique 66 year-old walk-in practice located in the heart of this beautiful, growing city is fully equipped with digital radiography, ultrasound, laparoscopy, orthopedic equipment and paperless Avimark software. Our focus is exceptional patient and client care in a comfortable and accommodating environment. We encourage our veterinarians to pursue their special interests with paid CE opportunities and strive to provide a supportive setting for developing skills. We have remarkable technologists and support staff and pride ourselves on our open style of management that inspires professional excellence, respectful engagement and team collaboration. Benefits include group medical coverage, valuable staff discounts as well as no emergency or on call hours. We offer a competitive salary and encourage new graduates and experienced vets alike to apply.

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

SASKATOON

Prairie Diagnostic Services Inc. (PDS) provides fundamental veterinary diagnostic testing services across Western Canada serving over 1,100 fee-forservice clients. Located in Saskatoon, Saskatchewan, PDS is a not-for-profit, ISO-certified corporation imbedded in the University of Saskatchewan's breathtaking campus at the Western College of Veterinary Medicine. A Chief Executive Officer is required to lead its staff of 70 employees to ensure its mission of providing client-focused laboratory services and expertise in diagnostics, surveillance, teaching, and research in support of the animal health, public health, environmental health, food safety, and market access is fulfilled. To learn more about PDS, please visit www.pdsinc.ca.

The CEO will report to PDS' Board of Directors and move PDS towards its vision of being a leader in veterinary diagnostic services while ensuring sustainability, profitability, growth and fiscal accountability by:

- · Developing strategic and operational plans according to PDS' mandate
- Overseeing the development and delivery of veterinary diagnostic testing and services

- that meet the needs of the University of Saskatchewan, Province of Saskatchewan and veterinary community across Western Canada
- Developing and managing effective collaborative working relationships based on trust and credibility with key stakeholders
- · Providing strategic leadership, management and coaching to a team of highly skilled veterinary, technical and administrative staff
- · Ensuring that PDS is optimally structured and its processes are efficient to meet ongoing and emergent needs
- Representing the interests of PDS as part of the national network of animal diagnostic laboratories and acting as a spokesperson on behalf of PDS for a variety of events

Candidates must have a **Doctor of Veterinary Medicine** (DVM or equivalent) degree, and be eligible for licensure in Saskatchewan. A Master of Business Administration (MBA) degree would be an asset. Candidates must also have experience working in business operations within the veterinary industry, managing budgets, and leading teams that elevate a company's culture.

If interested in this leadership role, please e-mail your cover letter and resume to pds. ceo@usask.ca by November 30, 2018. If you have any questions, please contact Rodelle Genoway at 1-306-230-6895 or pds. ceo@usask.ca.

SASKATOON

University of Saskatchewan **Research Services and Ethics** Office is seeking a clinical laboratory animal veterinarian. ACLAM certification is preferred but not mandatory: veterinarians with excellent clinical, surgical, and people skills, an appreciation of animal welfare, & willingness to provide excellent research support will be considered. For full details and to apply, go to: https://usask.csod.com/ ats/careersite/JobDetails. aspx?id=3279&site=14

SASKATOON

VCA Canada Central Animal Hospital is a leading edge, progressive companion animal veterinary practice with 4 full

time veterinarians and a large tech support staff. We are seeking an experienced Associate Veterinarian to join our team. We are a fully equipped hospital with digital X-ray, digital dental X-ray and ultrasound. We are a recognized referral hospital with a team approach to case management. Saskatoon is a University City and offers a diverse recreational. cultural and educational climate. Saskatchewan has one of the fastest growing economies in North America. Our highly compassionate staff deliver an exceptional client experience and excellence in veterinary care.

In this position you'll use your superior medical judgment combined with a high level of empathy, confidence and humility to build a loyal client base and heal pets. As a member of the VCA family, your passion for medicine and compassion for pets and people is matched with a commitment to your professional growth. We offer competitive compensation and great benefits for eligible employees, including medical/ dental, generous personal pet care discounts and more!

Join Us! Please apply with URL: https://vca.wd1. myworkdayjobs.com/Careers/ job/Saskatoon-Saskatchewan/ Veterinarian---Central-Animal-Hospital_R-05179

SASKATOON

Cumberland Veterinary Clinic is looking for a dynamic Veterinarian to join our team on full time basis. We are a two vet practice with an established clientele having been a part of the community for over 20 years. Our personal approach to client care is second to none. We offer a wide range of services, including preventive medicine, surgery, internal medicine, veterinary dentistry, weight management programs, emergency care, nutritional consultations, diagnostic services, and much more. We pride ourselves in providing an amazing client experience, as well as the greatest in pet care.

As our ideal candidate you will have:

- · A valid DVM from an accredited university
- Surgical and dental experi-

- ence are an asset
- · Passion for what you do every dav!
- Enthusiasm, energy and a positive attitude
- A strong desire to educate and build solid relationships with clients
- Solid communication skills, both when dealing with clients and interpersonal relationships

The right candidate will enjoy a dedicated, professional and experienced support team with a great clientele and a fully equipped facility. Competitive compensation, benefits, CE and unmatched discounts among others. Please send your resume to tamara@vetstrategy.com. Clinic website: http://cumberlandvetclinic. com/.

SASKATOON

VCA Canada Central Animal Hospital is a leading edge, progressive companion animal veterinary practice with 4 full time veterinarians and a large tech support staff. We are seeking an experienced Associate Veterinarian to join our team. We are a fully equipped hospital with digital X-ray, digital dental X-ray and ultrasound. We are a recognized referral hospital with a team approach to case management, Saskatoon is a University City and offers a diverse recreational. cultural and educational climate. Saskatchewan has one of the fastest growing economies in North America. Our highly compassionate staff deliver an exceptional client experience and excellence in veterinary

In this position you'll use your superior medical judgment combined with a high level of empathy, confidence and humility to build a loyal client base and heal pets. As a member of the VCA family, your passion for medicine and compassion for pets and people is matched with a commitment to your professional

We offer competitive compensation and great benefits for eligible employees, including medical/dental, generous personal pet care discounts and more! Join Us! Please apply with URL: https://vca.wd1. myworkdayjobs.com/Careers/

job/Saskatoon-Saskatchewan/ Veterinarian---Central-Animal-Hospital_R-05179

SASKATOON / EMERALD PARK

Warman Veterinary Services is looking for a Food Animal Veterinarian for our Saskatoon location. If at all interested, please take a look at our website to get acquainted with our practice. You will see we have 2 locations; one in Saskatoon and one in Emerald Park with 6 full time veterinarians in total. Our practice is focused on herd health and production consulting in swine and dairy herds. Salary and benefits are very competitive. There are seldom after hours calls.

Please supply a resume and contact Dr Josh Lindenbach or Dr Curtis Read at Warman Veterinary Services. www. warmanvetservices.ca Dr Josh Lindenbach 306-230-5714 jlindenbach@warmanvetservices. ca. Dr Curtis Read 306-535-2237 curtisread@warmanvetservices.ca

WARMAN

Warman Small Animal Hospital is accepting applications for a part time veterinarian to join our busy small animal practice. Our recently built 3000 square foot hospital is located in Saskatchewan's fastest growing city! Warman is only a 10 minute drive north of Saskatoon and is bursting at the seams with young families, schools and sports activities! Our modern facility is equipped with in house lab, digital skeletal and dental radiography and dental cart. We offer paid CE allowance, association dues, group health benefits, employee discounts and on call incentives. If you are an experienced veterinarian who has a keen interest in companion animals and a desire to be part of a friendly, compassionate and fun team, we would love to talk to you.

Please contact Dr. Colette Neudorf by phone (306)371-8510 or email: neudorfs@ sasktel.net to apply or discuss this position further.

OYEN, ALBERTA

Veterinarian needed for mixed animal practice in Oyen, AB. Busy 3 Vet practice with 50% cattle and 50% companion animal. Oyen is located exactly half way between Calgary and Saskatoon, so super easy access to both! We would rather talk to you in person about what we have to offer than try to coax you with a catchy details in an ad. So if you are passionate about rural practice, please contact Oyen Vet Services at 403-664-3849 for further application information. Oyen Vet Services 403-664-3849

TECHNOLOGISTS REQUIRED

ELROSE

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 xrav 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 elrosevetservices@sasktel.net or fax to Hooves & Paws Vet Clinic at 306-378-2304.

REGINA

Have you always dreamed of going to work to help save lives every day? Do you want your efforts to have a positive effect on over 4,000 animals each year? Do you believe you can build families and help create a community where every animal is loved, wanted and has a home?

If you do, we want to talk to you. The Regina Humane Society is looking for our new Supervisor of Animal Care.

The words trail-blazer, compassionate, detail-focused and innovative only begin to describe you and your work. You thrive on getting the job done with a vision to efficiency, action and results. You are a big picture thinker and can adapt to an ever-growing and fast-paced environment.

As Supervisor of Animal
Care, you will lead a team of
highly dedicated, compassionate and skilled professionals.
Your work will directly influence our animal care and adoption operations, growth and
success now and in the future.
Your education and experience
in Veterinary Technology will
serve as the foundation of
your ability to succeed in this
position.

In return, we offer you a life-changing experience, the chance to feel great about your job, opportunities for growth, advancement and professional development – and you get to hang out with some pretty awesome animals each day!

This position is in-scope and offers a competitive wage, benefits, vacation and earned days off. Ready to get to work? Please send application attention: Dr. Brie Hamblin Director of Veterinary Care bhamblin@reginahumane.ca. This competition will remain open until the position is filled.

SASKATOON

Woodridge Veterinary Clinic is accepting applications for a veterinary technician to join our team. We are offering part-time hours starting in the fall with full-time starting January 2019 for 1 year maternity leave coverage. A permanent position may be available after the maternity leave.

We are a busy small animal practice located in Southeast Saskatoon in Lakewood Suburban Centre near the fast-growing neighborhood of Rosewood. We currently have two full time technicians and 2 part time veterinarians. We offer compassionate care to

our clients and patients centered around pets being family members. We are looking for a technician who shares these attributes, as well as having a strong work ethic, excellent client relations, and ability to work as a team. Salary will be based on experience. Please contact Anique or Jenny @ 306-244-1010 or info@ woodridgevet.ca

SASKATOON

The Forest Grove Veterinary Clinic is a well established, expanding, friendly, small animal practice in Saskatoon's bustling North Fast. We are looking for an enthusiastic, personable, hardworking RVT to join our six person team. Our "Low Stress Handling" certified clinic has a special interest in behaviour and dentistry. We are looking for the right applicant who will mesh well with our established team of 5 years. Competitive wages and numerous benefits including CE allowance, Health and Dental Benefits and a great personal pet discount are included. If you think you might be a good fit with our clinic, please forward your resume to fgvc@shaw.ca.

SASKATOON

Corman Park Vet Services is seeking a full-time RVT to join our busy mixed animal practice that is located 10km west of Saskatoon on Highway 14.

We are seeking a tech who will be confident, has great people skills and the ability to work independently as well as a supportive team member. Experience is an asset but new grads are welcome and encouraged to apply. Wages are based on experience and benefits are available after 3 months of full-time employment. Please submit resume to Dorrie at dorrie.cpvs@gmail.com.

PRACTICE FOR SALE

Well established, low overhead, profitable, large animal ambulatory practice close to Yorkton, Saskatchewan. Mentorship available during transition period. Reasonably priced, computerized practice has one full time DVM and an office manager. A large volume of retail sales with considerable room for expansion makes this practice suitable for more

than one individual. For more information, please contact Dr. Kenn Wood at dr.k.wood@sasktel.net.

EQUIPMENT FOR SALE

SASKATOON

We are switching our diagnostic equipment and have the following Abaxis products for sale for 50% off of what we paid:

- *HM5 reagent packs
- *Comprehensive roters
- *Prep Profile roters
- *T4 roters

If interested in any of these products please call Marlee at Acadia Veterinary Clinic to discuss availability. Acadia Veterinary Clinic & Pet Rehab Centre #4-3421 8th Street East Saskatoon, SK S7H 0W5 (306) 477-1222 acadiavetclinic@ sasktel.net

NORTHERN OUTREACH-SUPPLY SUPPORT NEEDED

TEAM NORTH remote area veterinary services is a voluntary group of veterinarians, technologists and students that travel to remote areas of northern Saskatchewan to examine, vaccinate, de-worm and spay or neuter pets at no cost to the owner. Dogs running at large and in groups create a serious health and safety issue in these remote areas with no access to veterinary services.

There is currently NO FUND-ING in place to support this program and the group relies on donations. The following WISH LIST has been developed; any help you can offer would be greatly appreciated!

Permanent equipment: clippers, autoclave, endotracheal tube, pulse oximeters, Rubbermaid bins, Mayo stands, scissors, tables, scales, cat bag/ tank, otoscopes, kennels, surgical gowns, anesthetic masks.

Consumables: caps and masks, needles, paper towels, Isoflurane, suture-PDS/catgut, Propopfol, surgical and exam gloves, tape, alcohol, catheters, Hibitane, disposable drapes, disposable surgical gowns, peel packs, gauze, Ziplock bags.

Please contact Dr Lesley Sawa at 306.525.5244 if you have items to donate. Thank you!



VETERINARIANS

SHORT TERM TO GENERAL Cunningham, Lisa Jan 1 **EDUCATIONAL TO GENERAL** Jul 26 Mackay, Angela Weber, Katarina Jul 25 **EDUCATIONAL TO LIMITED GENERAL** Aoki, Koji Aug 13 **T-GENERAL** Loewen, Jennifer Oct 1 Parks, Gregory Oct 4 Shearer, Tara **Aug 15** Stasiak, Iga Jul 27 **SHORT TERM** Gudelot, Mandy 30 Day, Oct 1 **GENERAL TO SHORT TERM** 30 Day, Jan 1 Nutt. Laura K. T-SHORT TERM Brown, Lawrence 30 Day, Aug 7 Da Silva Curiel, Jeannette 30 Day, Oct 29 60 Day, Jan 1 Hyndman, Philip Jul 23 To Aug 22 Pinard, Chantale 30 Day, Nov 5 Taghvayi Arabi, Targol 30 Day, Sep 19 **T-LIMITED SHORT TERM** Dooley, Stephanie Bryce.....30 Day, Aug 27 **T-LIMITED GENERAL** Oct 4

Desprez, Isabelle Sep 1 Myk, Marcin Sep 10 Rattan, Ekta Aug 13 **EDUCATIONAL** Ravanbakhsh, Arefeh Aug 27 **T-EDUCATIONAL** Baker, Meghan L. Aug 30 Hayes, Margot Aug 27 Jose, Divya Sep 17 Klein, Colby Aug 31 Kozii, Ivanna Sep 17 Koziy, Roman **Sep 17** Perdrizet, Ursula Aug 22 Roy, Gwendolyn Aug 30 Savoie Dufour, Veronique Aug 30 Toh, Peter Aug 30 Wood, Sarah Sep 20 Zhang, Maodong Sep 11 LIFE PRACTISING SHORT TERM TO LIFE NON-PRACTISING Klemmer, Alan D. Jan 1 **T-EDUCATIONAL TO SOCIAL** Verhoef, Jolanda Aug 16 RESIGNED Abbott, Dawn Sep 17 Carrozzo, Maria Valentina Aug 31 De Rantere, Debbie Oct 1 Fernandez Parra, Maria Del Rocio Jun 12 Havdock, Debra L. Oct 10 Macrae, Robin Aug 1 Pacheco, Rebecca Aug 31 Pinnock, Abigail Nov 1 Seshia, Sunita Nov 1 Wheler, Brittany Sep 30

DECEASED Chapuis, Bernard Jul 24 Greenough, Paul R. Sep 1

VETERINARY TECHNOLOGISTS

ACTIVE	
Getz, Kaylee	Aug 15
Bax, Kelsey	Aug 17
Bielecki, Nicole	Aug 17
Chanin, Katara	Aug 17
Clute, Ashley	Aug 17
Diamond, Katrina	Aug 17
Elmy, Kelsey	Aug 17
Fisher, April	Aug 17
Glackin, Brittany	Aug 17
Groat, Danielle	Aug 17
Mitchell, Rachel	Aug 17
Penner, Jessica	Aug 17
Roosen, Taylor	Aug 17
Shaver, Mackenzie	Aug 17
Sorokoski, Kendra	Aug 17
Sukenik, Jessica	Aug 17
Tkachuk, Keira	Aug 17
Mckay, Taryn	Aug 22
Werezak, Kristian	Aug 23
Ortman, Dakota	Aug 30
Novecosky, Daniel	Aug 30
Fitzsimmons, Chelsey	Sept 18
PROVISIONAL ACTIVE	
Elmy, Kelsey	Jul 18
Groat, Danielle	
Glackin, Brittany	Jul 18
Roosen, Taylor	

Simicic, Katelin

Mitchell, Rachel	Jul 30
Bielecki, Nicole	Aug 2
STUDENT	
Brennan, Joel	
Borrowman, Michelle	
Daverne, Lauren	
Decker, Amanda	Sept 10
Kenney, Alexandria	Sept 10
Knoss, Andie	Sept 10
Martin, Ashley	Sept 10
Medernach, Lyle	Sept 10
Moyer, Taryn	Sept 10
Murray, Amanda	
Forgrave, Kailyn	
D'amour, Janelle	
Bentley, Mackenzie	
Diment, Chalsey	Sept 11
Gunn, Jessica	
Jacques, Alexandra	
Kzyzyk, Bailey	
Mcbain, Teryn	
Quittenbaum, Erica	
Ripplinger, Mackenzie	
Sayese, Emma	
Shulda, Ally	
Unger, Chayla	
Vaagen, Sarah	
Ashdown, Morgan	
Boechler, Hannah	
Thompson, Cadence	Sept 11
DEGLENED	
RESIGNED	A 2
Hill, Kaylee	Aug 2

Bax, Kelsey

Jul 30

Aug 7

Aug 8

Aug 30

Sept 10



Aug 20

"Your Success is Our Business

(306) 221-7681 Cell: (800) 329-9332 Fax: 1-877-329-9332 ext. 1126 Toll Free: Email: klaventure@wddc.com Website:

www.wddc.com

17611 - 109A Avenue Edmonton, Alberta T5S 2W4



HAVE YOU TRIED IT?

Jul 19

Hunt, Brittany

Lebel, Brianna

Priester, Majade

Mackasey, Jordyn

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

Choi, Sunghyang

Craven, Melanie

The Veterinary Defence Association of America

is the only independent advocate for the veterinary profession in North America.

Veterinarians are invited to join the VDA as part of a movement of veterinarians with the primary interest or protecting the integrity of individual veterinarians and the veterinary profession at large.

For information, visit vda-america.org



MOVING?
CHANGING EMPLOYERS?
CLOSING A PRACTICE?
CHANGING YOUR
CONTACT INFORMATION?



You must let the SVMA office know.
Call (306) 955-7862, fax (306) 975-0623 or
email syma@syma.sk.ca.

LOOKING

for a veterinarian?
An RVT?
A VOA?
A locum?

How about volunteers?

Check out the
CLASSIFIEDS page
on the SVMA website
www.svma.sk.ca,
where members
can post ads of
up to 200 words for
three months, free!



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

Council welcomes comments and suggestions from all members. Email your comments or questions to a councillor (addresses are on the website's Contact Us page) or to the office and they will be passed on to Council.



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 (electronic educational tool), mobile and batch scan ordering tools,
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For further information on the above services contact Customer Service Toll Free Phone 1-877-746-9332 • mservice@wddc.com • www.wddc.com