

SVM NEWS



SASKATCHEWAN
VETERINARY MEDICAL
ASSOCIATION

FEBRUARY 2019
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SO
STRONG
SO
SAFE



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president's perspective

Victor Kernaleguen, DVM

Welcome to new year! I hope you had an enjoyable holiday season with families and friends.

Let me start off by sending a thank you to everyone who volunteered their time for the SVMA booth at Agribition in November. Opening communication channels with pet owners, producers and the community is vital to the veterinary profession everywhere. The opportunity to connect with the public and discuss current public concerns (like changes in access to antimicrobials) is why we continue to attend large agricultural events like Agribition on an annual basis.

Following Dr Judy Currie's notification in September that she is retiring from the position of SVMA Registrar at the end of March 2019, the SVMA Council struck a hiring committee to fill the position. The requirements for the position are DVM certification and eligibility for SVMA membership. Please contact me if you are interested in applying.

In addition, all SVMA members are invited to join us Friday March 22, 2019 at the Persephone Theatre to thank Judy for her seven years as SVMA Registrar and to wish her well in the future. There is no ticket fee for the evening reception, but you must

RSVP through your online member account.

At the last Annual General Meeting, members voted to add a Registered Veterinary Technologist to SVMA Council as a voting member. Nominations were submitted, and eligible member RVTs and DVMs had the opportunity to vote on the nominees. Welcome to Nadine Schueller, RVT. Monday, January 14, 2019 was the first SVMA Council gathering to include the RVT seat.

Council has been busy working on our support for the WCVN in the face of its loss of funding from Alberta. I have met with Dean Freeman to discuss how the SVMA can help with the situation the WCVN is facing. We sent a detailed survey out to the membership in November to collect data on several points relating to the need for veterinarians in Saskatchewan. This data has provided great member input into discussions that are occurring at our Council meetings and has already helped guide our actions, starting with a letter that we wrote to the Ministers of Advanced Education, Agriculture and Health and the Premier.

We also used this information to formulate letters to producer groups asking for help in making sure the government knows that an adequate supply of

veterinarians is key to assuring our livestock agriculture industries can grow and thrive.

I would like to encourage every member concerned about the supply of veterinarians in Saskatchewan to write to their MLA about it. We need to advocate for our profession. We cannot wait for anyone else to do it for us. It takes each member's voice to be heard through a letter or email for this to work.

We are happy to announce that the Saskatchewan Cattlemen's Association will be teaming up with us for another year of the Preceptorship Program. This year we have funding for six spots for third-year students.

Council met for their annual Joint Session with ABVMA Council a couple of weeks ago, and I have just returned from attending the CenCan conference in Winnipeg on behalf of the SVMA. Meeting with neighbouring associations provides important opportunities for networking, discussion of shared concerns and collaborative action.

With the new antibiotic regulations in place, there are some new challenges and opportunities for us all. Feel free to share your experiences, voice concerns or ask questions along the way as there will be new situations seen by us all. 🐾

KEEP INFORMED

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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SVMA MISSION

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

THE SVMA BELIEVES IN

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

COMMERCIAL FOUR-COLOUR AD RATES:

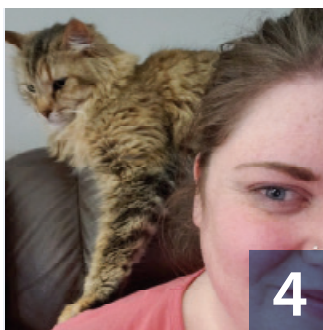
	Single	4 issues
Outside back cover	\$1200	\$4400
Inside front/back cover	\$1100	\$4000
Standard full page	\$1000	\$3600
Half page	\$525	\$2000
Quarter page	\$275	\$1000
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Insertions	\$300	\$1100

All advertising rates are subject to GST

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

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**MEMBERS HEALTHY
LIVING GALLERY**



**THE SCIENCE OF
FEAR FREE**



**HALT! GIVE YOUR
TEAM A BREAK**



**COUNCIL REVIEW OF
DISCIPLINE PROCESS**

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CE ON YOUR SCHEDULE?

WELCOME TO SVMA'S ONLINE CLASSROOM

The Online Classroom is a hit! Member DVMs and RVTs are enjoying their free access to online CE. Non-member vet professionals can also access the CE courses for a small fee.

The secure platform offers a variety of online CE credit courses created just for Saskatchewan's veterinary professionals. SVMA members have free access to the courses on the online CE platform. (Quiz retakes are \$10 each.) More courses will be added as they are created. SVMA's mandatory licensing seminar exam is also hosted on the Classroom.

Accessing online courses is a snap!

1. Log in to your SVMA member's side account.
2. Select the CE course you would like from the Current Course Menu and register for it. There is no cost. You will receive confirmation of enrolment and instructions for access to the classroom site by return email within 3 business days.
3. Log in to the Classroom and take the course on your own schedule. Once you have completed the course, a certificate of completion will be unlocked for download. The Classroom also keeps a record of the CE credits you have earned.

Currently offered:

Antimicrobial Resistance 2016 (one hour)
Antimicrobial Stewardship 2017 – A Practitioner's Perspective (one hour)
Antimicrobial Stewardship 2018 - Ethical and Legal Prescribing (one hour)
A Conversation About Animal Welfare in Saskatchewan 2018 (4 hours)
Social Media in Veterinary Practice 2018 (3 hours)

Just added:

Poultry for Veterinary Professionals 2019 (5 hours)

Questions?

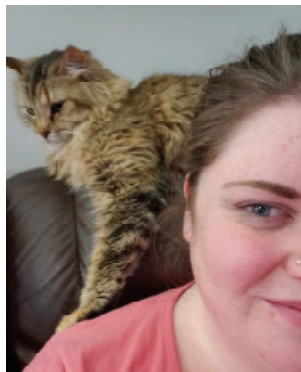
Contact Lorraine Serhienko, RVT
lserhienko@svma.sk.ca
306-955-7860



MEMBERS HEALTHY LIVING GALLERY

This issue's theme:

self
care



Taking time to relax
with my fur babies!!
— *Melissa Topham,*
Swift Current



My best strategy for self-care
is going to the gym.
— *Filmon Tzeggai,*
Humboldt



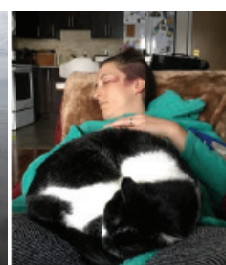
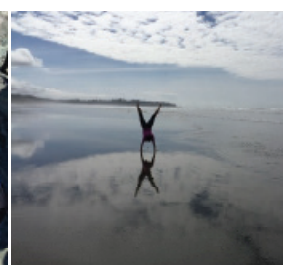
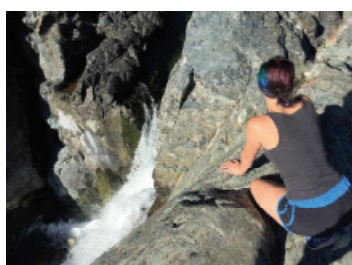
Winter walks with this guy!
— *Lindsay Murphy,*
Regina



Trying out speed skating!
— *Kenzie Makowsky,*
Saskatoon

Welcome to the Members Healthy Living Gallery, a four-part photo celebration of your strategies for work-life balance, based on the four pillars of wellness: self-care, physical activity, healthy cooking/eating and acts of kindness. For this issue, we asked you to show us things you do for self-care.

For each issue, a photo will be drawn at random from all photos received to win a \$100 credit in wellness spending. This issue's winner is Melissa Topham. Congratulations!



Spending time outside and taking naps keep me relaxed and grounded.
— *Leah Frei, Saskatoon*



I graduated from WCVI in 2002. I focused on working and was not involved in any other activities initially. I realized that I could not make my life all about work. I started a Ukrainian dance class in 2004. I had danced as a little girl and loved the opportunity to do so again. Since then I have had 2 daughters who have fallen in love with Ukrainian dance as well. Not only do I benefit from the exercise and socializing but also get to do something I love with my kids!
— *Stacey Lemieux, Warman*



To take care of myself both physically and mentally, I make a conscientious effort to run regularly, aiming for 3 times weekly whenever possible. I am a much happier, more grounded person when I run regularly and am better able to deal with everyday stressors. I find running, be it hitting the trails at Sask Landing in the summer and fall or heading out and braving the Saskatchewan winters, allows me to focus on myself for that set period of time and enjoy the beauty that surrounds me. I have especially found since taking up trail running, that it has taught me to focus on the "right now" instead of running on auto-pilot and allowing my mind to wander back to things that may be bothering me. This is because of the varied terrain and natural obstacles that can easily trip you up if you're not focussed on the here and now (I may have had to learn that the hard way). My picture is from one of my runs this summer on the trails behind Goodwin House at Sask Landing Provincial Park. How can that view not make you a happier, more grounded person ready to tackle whatever comes your way?

— Alison Eltom, Swift Current



To stay fit, get everything not needed out of my brain and feel soooooo relaxed afterwards, I fence.

— Geneviève Rosseel, Asquith

I attend aerial silks classes as a way of staying active. I have never been so strong or flexible!

— Danielle Zwueste, Saskatoon



Here is a photo of a digital drawing I have recently done for my personal wellness project I call "Pawsitive Portraits". I started this small business as a way to do something outside of veterinary medicine that I enjoy and that helps to keep me balanced. I have always had a passion and love for art so it has been a really good way to give me something outside of the clinic that I look forward to doing AND it also brings joy to others when they receive their personalized pet portrait. It's a win win :). This is a drawing of an old gal named "Chloe".

— Erica Sims, Regina

I go to the gym at least 3x a week. Last year I completed a half marathon in Regina but this year I completed a crazy 8km, 24 obstacle Spartan Sprint Race in Calgary! Heavy lifting and running help me relieve stress and give me energy!

— Deneille Noble, Esterhazy



NEXT ISSUE'S HEALTHY LIVING PHOTO CONTEST

The next Member Healthy Living gallery will feature PHYSICAL ACTIVITY. Often fun and enjoyable (sometimes not so much), moving that body on a regular basis is vital for your health and mental wellbeing. What do you do to for strength, heart health and stress relief? Send in photos of your physical activities by March 31, 2019 to be published in the next issue. Future issues will focus on healthy cooking/eating and acts of kindness. Submit photos anytime to sgauthier@svma.sk.ca.

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

VETERINARY

Wellness

RETREAT

APRIL 27-28, 2019

Join your veterinary cohorts for a relaxing weekend at Manitou Springs Resort in Watrous, ranked #1 Spa in Saskatchewan 2012-2017 by Spas of America.

This year's retreat has been designed to refresh mind, body and spirit. Facilitators Drs Trisha Dowling, Lynne Sandmeyer and Kathleen Keil are once again teaming up to bring you and your veterinary colleagues a wonderful mindfulness experience that also earns you CE credit.

The retreat runs from Saturday lunchtime to Sunday afternoon, and there will be plenty of time for "floating your stress away" in "the Dead Sea of Canada". You can even book a massage or spa treatment.

Registrants have the choice of private or shared accommodations in one of the resort's newly renovated rooms. Retreat registration is \$280 per person for a private room or \$190 per person to share a room with a friend. All meals, CE and admission to the therapeutic mineral pools are included.

The deadline to register is Sunday March 31.
Visit www.svma.sk.ca for details.





I DON'T NEED INSURANCE! (...or do I?)

The veterinary profession is one of the highest risk professions for workplace injuries.

**One in four Canadians in their 20s will suffer a long-term disability!
Will you be the one and how will it affect your financial independence?**

Okay, back to the sexy topic of insurance. Why the repeated articles? Because we built this plan and want all of our Association members to benefit from it. We have a habit of talking about things we have available that members can benefit from. (We're funny that way.)

So, yes insurance. We've already gone into great detail about the Group Health Insurance and Benefits Plan (GHP). All the information about our great package of benefits is available on our svma.sk.ca website anytime. You already know that its great coverage and rate stability are only available because of our large group size. You also know that coverage is available to all practising and non-practising member DVMs and RVTs. In fact, the members and practices who are enrolled in the GHP are all telling us that GHP coverage per dollar cost beats other plans hands down (but we knew that.)

Why then would we be concerned about members who have not yet signed up? The truth is, it's not having our specific insurance plan that's most important. Choosing our plan over others will definitely be

advantageous to you, but having some form of insurance coverage is the essential thing.

FACT:

Of the general population, one out of four people in their 20s will have an accident or a disease before the age of 65 that results in them being unable to work for about four years.

FACT:

The veterinary profession is one of the highest risk professions for workplace injuries.

FACT:

Having disability insurance replaces your income if you can't work. There is no other option for a continuous, guaranteed level of income replacement that won't potentially wipe out your savings.

FACT:

People generally avoid investing in insurance coverage until they have a personal incident-then they typically go out and buy all the coverage they can get.

DVMs and RVTs are professionals, meaning they work hard and make strategic

Choosing our plan over others will definitely be advantageous to you, but having some form of insurance coverage is the essential thing. Our advisors can help you compare.

.....

decisions to bring about success in their careers. However you define success, most professionals would agree that financial stability and a comfortable retirement are desired outcomes.

It's not nice to hear about the many unavoidable things that can (and unfortunately do) happen in life that can jeopardize your financial security if you're not prepared. Putting insurance (in particular disability coverage) in place is the smart decision. Whether you go with the GHP or any other insurance plan, taking steps to ensure your finances remain stable in hard times is smart for you and your family members. That's why they call it 'coverage'.



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

Member involvement is crucial for strategic planning for the veterinary profession in our province.

What does it take to run the SVMA?

It takes people, SVMA staff and many other people who are willing to volunteer and donate their time and energy in order to maintain and improve the Association and the profession. As mentioned in previous articles, the SVMA is a dual organization that functions both as the regulator for veterinary medicine and as an advocate for veterinarians and veterinary technologists in Saskatchewan. Both areas rely heavily on the office staff, practice inspectors and committees populated by member volunteers to keep everything running smoothly.

There is a core of four office staff who have many different jobs. Jane Freimark, the Office Administrator, has the most experience as an SVMA employee. It is her pleasant voice that you hear when you call the main SVMA office number. She is responsible for maintaining all financial records, keeping the member database accurate, processing new licenses and license renewals, ensuring safekeeping of all association records, equipment and property as well as answering inquiries from members and the public.

Sue Gauthier is your Member Services Coordinator. Sue organizes the annual conference, puts together our quarterly magazine *SVMA News*, manages the website, arranges events and meetings and keeps the business of all of the advisory committees moving along. The advisory committees are Animal Welfare, CE, Practice Economics, Awards and Professional Wellness. Five committees with over 30 members, all of which require Sue to keep communication flowing and everything coordinated so the business for which each committee is responsible occurs in a timely fashion.

Lorraine Serhienko, the most recent addition to the SVMA office, is a Registered Veterinary Technologist and the Administrative Coordinator. Lorraine's responsibilities include

administration of the practice inspection process, producing and keeping up to date the SaskVets social media platforms, contact with the SAVT, registration of veterinary technologists and maintenance of their register. She also handles all tech support in the office. Finally, Lorraine works cooperatively with livestock producers and groups such as Saskatchewan Cattlemen to promote public education within the province.

Many of you have met Darlene Tingved and Orest Bobowski, the SVMA practice inspectors. Darlene and Orest are responsible for a substantial amount of the face to face contact the SVMA office has with members. These two seasoned inspectors, both with many years of experience with animal health inspection systems, have been instrumental in the development of the current SVMA practice inspection protocols. With their assistance, we have developed an efficient process that has significantly reduced the hours needed to complete an inspection. With organized data on the most common practice deficiencies in hand, Darlene and Orest do their best to guide practices through the inspection process with no deficiencies.

The CEO, registrar and secretary/treasurer duties are performed by one person who wears many hats. The secretary/treasurer oversees the financial business of the Association by monitoring day to day expenses, investments, personnel, payroll and general management of the Association.

The registrar oversees licensing of members of the Association and administers all disciplinary procedures mandated by *The Veterinarians Act* and Bylaws of the Association. He or she keeps registers of all members of the Association (DVMs and RVTs) and oversees the inspection and registration of practices and professional corporations. At times, the registrar may seek legal counsel

on behalf of SVMA Council, the Professional Conduct or the Discipline Committee and provide advice and guidance to these committees on professional discipline procedures and on the interpretation and intent of The Veterinarians Act and SVMA Bylaws. The registrar reports on activities of the professional discipline process to SVMA Council, coordinates the activities of the Discipline and Professional Conduct Committees and oversees the recording and filing of legislated committee documents.

The registrar maintains regular contact with the registrars of the other veterinary medical colleges/associations as a member of the Canadian Council of Veterinary Registrars (CCVR) and meets periodically with registrars of other professional associations in Saskatchewan.

The registrar has no responsibility for making decisions about specific complaints

being dealt with by the PCC or DC. It is the registrar's duty to insure disciplinary proceedings are fair, unbiased, transparent and efficient and that the principles of natural justice and procedural fairness are followed through adherence to the standard model of professional discipline. He or she is accountable only for administration of the professional discipline process, insuring the primary role of self governance is upheld – protection of the public.

And then there are the 75+ volunteer members of Council and the various committees who give countless hours of their time to the Association and the Saskatchewan veterinary profession. Many of these volunteers are afflicted with 'chronic volunteerism', serving on several committees, often multiple times. This core group of vets and techs who have stepped up and gotten involved deserve all of our respect and appreciation.

There is no 'insiders club' of people steering Association decisions to their own benefit. Every single decision is made within the parameters of *The Veterinarian's Act* and our Bylaws. Every single representative and committee member volunteers their own time for the betterment of all of you. Every single person who volunteers gets the big picture and sees that enforcing practice and professional standards is a necessary, effective and beneficial route to advancing the profile of any profession.

Member involvement is crucial for strategic planning for the veterinary profession in our province. This is a big ship and yes, it has a steering wheel. Someone needs to take the wheel to keep the ship from spinning in circles. With intelligent, sober eyes on real world issues, your volunteer colleagues are doing the work of steering our profession into the future. And they will welcome you as a fellow volunteer – anytime.

SASKATCHEWAN AGRICULTURAL HALL OF FAME

Saskatchewan Agricultural Hall of Fame salutes individuals who have made significant and distinguished contributions to the welfare and improvement of Saskatchewan agriculture and the family farm.

The SAHF recently announced its 2019 Inductees. Each Inductee has contributed to agriculture in a significant way, exemplifying initiative, creativity and perseverance making Saskatchewan a leading agricultural producer. Each year an induction dinner and portrait unveiling ceremony is held. The 2019 ceremony is Saturday April 27, 2019 at the Western Development Museum, Saskatoon. Tickets are available at <http://www.sahf.ca>. Come Celebrate with us!

Know a deserving individual? Consider nominating that person for 2020! Nominations must be received by September 1 of each year. Nominations forms available at <https://www.sahf.ca>. For further information contact Chair Reed Andrew at r.andrew@sasktel.net.

NOMINATIONS FOR THE 2019 SVMA AWARDS *of Distinction* ARE OPEN!

Every year SVMA members have the opportunity to recognize deserving colleagues with a nomination for one of the following SVMA Awards:

- JJ Murison Distinguished Veterinarian Award
- RVT of the Year Award
- Meritorious Service Award
- Communications/Public Relations Award
- Mentorship/Leadership Award
- Young Veterinarian Award

Awards will be presented at the SVMA Conference Annual Awards Banquet on Saturday September 7, 2019 at the Delta Regina Hotel.

Awards criteria, nomination forms and list of past award recipients can be viewed or downloaded from www.svma.sk.ca

Nominations can be submitted anytime!

YOUR CAREER / PRACTICE MANAGEMENT

HALT!

GIVE YOUR TEAM A BREAK

By Terra Shastri, OVMA

Working for long stretches without breaks leads to stress and exhaustion. It also takes a toll on workplace morale and can affect your team's engagement. If your team is experiencing issues, often an easy solution is to make sure staff receive breaks throughout their shift.

Unfortunately, not taking breaks is common in the medical community, among both human health and veterinary practitioners. In the UK, many medical facilities and veterinary hospitals are raising awareness of the issue using a campaign that's been around for decades, called HALT. This initiative reminds teams in the medical community about the importance of taking breaks to improve their health and well-being.

HALT STANDS FOR:

H – Are you hungry or thirsty?

A – Are you feeling anxious or angry?

L – Is it late? Are you lonely?

T – Are you tired?

Guy's Hospital and St. Thomas' Hospital in London, England, implemented the HALT campaign in March of 2017.

"The HALT campaign reiterates our commitment to ensuring that all staff take their breaks, and that we create a 'take a break' culture," says Eileen Sills, chief nurse at Guy's and St Thomas' hospitals. "Taking a break gives our staff the chance to take a breather and to replenish energy levels by eating or having a drink, physically resting or taking a mental break. As well as being important for staff health and well-being,

taking breaks is also important for patients, as it allows staff to make the best possible decisions for our patients."

While aspects of HALT may seem obvious, the instinctive need to achieve the goal in front of us often overshadows the logic of staying hydrated, taking a break or addressing sources of stress. This is often combined with social pressure from team members, especially managers and practice owners, who don't take breaks themselves. This produces a culture of "pushing through" regardless of how staff members are feeling.

Canada's Employment Standards Act says: "Employees work no more than five hours in a row before receiving a 30-minute meal break. Employee(s) who are splitting the 30-minute eating period into two periods have agreed to this, either electronically, in writing or orally, and that both periods are taken within five consecutive hours." This isn't always followed in busy clinics when there doesn't appear to be time for breaks. But it's the employer's responsibility to ensure that staff are taking the breaks they're entitled to—it's good for staff, the patients and the clinic.

For their HALT campaigns, Guy's and St Thomas' hospitals have recommended working no more than five hours without a 20-minute break. This was challenging at first, since it required organizing when staff could take breaks and staggering them so patient care was still available.

Every organization is different and there's no "one size fits all" solution, but it

starts with a few simple questions: What is achievable for you and your team in practice? How can you work together to ensure that breaks are taken fairly and safely? A break or even a short pause provides an opportunity to "check-in" with ourselves and notice how we're feeling and what might be affecting us.

Taking care of your team's wellbeing is important, and part of that means taking breaks. Introduce HALT to your staff at your next staff meeting and start your own clinic campaign. Post a HALT sign in your staff room or somewhere in your hospital where all team members will see it frequently (download one at www.ovma.org/assets/1/6/HLT_handout.pdf).

Remember, it's not enough to tell staff members to take a break, so create a break schedule. The break schedule outlines the times a team member will be on break and assigns someone to cover their role when necessary. For example, Amy, the client service representative, is on break from 11:30 a.m. to noon, and Lindsay, the animal care assistant, will cover reception during that time.

HALT is helping to raise awareness about observing and evaluating elements key to physical and mental well-being. It also provides a starting place to build a clinic culture supportive of well-being and self-care, which benefits the people, the practice and patients.

Terra Shastri is OVMA's director of business development and strategic initiatives.

HALT: Take a break

Working for long hours without taking a break isn't healthy for you, your colleagues or your patients. If you are Hungry, Anxious, Late or Tired, you're less productive and it's more difficult to make decisions effectively. **HALT** encourages you to focus on your health and well-being, and is a reminder to take your breaks.

Consider the following mental health and wellness indicators:

Are you:

Hungry or thirsty

Are you:

Anxious or angry

Are you:

Late or feeling lonely

Are you:

Tired

WHAT CAN YOU DO?

1. Plan your breaks: ensure all staff members know when their breaks are.
2. Work as a team: create a break schedule that outlines when a team member will be on break and assigns someone to cover their role when necessary.
3. Create a "take a break" practice culture: lead by example, and create an environment where breaks are encouraged.



THE SCIENCE OF FEAR FREE

Gary Landsberg DVM, DACVB, DECAWBM • Head, Fear Free Research • Fear Free Practice Certification Veterinarian • Vice President, CanCog Technologies

The Fear Free mission is to prevent fear, anxiety, and stress (FAS) in pets by inspiring and educating the people who care for them. This is a goal which every veterinary health care professional and every veterinary facility should strive to achieve. FAS is not only a serious welfare issue for the pet, but negatively impacts physiological measurements and laboratory results, is a potential safety issue for veterinarians, staff and owners and contributes to decreased use of veterinary care.

Fear Free focuses on how to positively and effectively care for our patients, as well as how to prevent, reduce and alleviate FAS in the lives of our pets through counseling, advising, and providing resources to pet owners. Fear Free provides online and in person continuing education, including three levels of RACE approved courses for Fear Free certification, as well as podcasts, resources and an online community. Last year, Fear Free also introduced courses and resources for pet owners (Fear Free Happy Homes), trainers, and groomers and Fear Free Hospital Certification. As of December 1, 2018, there are now four Fear Free certified hospitals in Canada.

FEAR FREE SCIENCE

To insure that Fear Free is soundly grounded in science, Fear Free has established a research portfolio headed by Dr. Gary Landsberg to (a) encourage and support original evidence based research through the funding of grants and awards and (b) collect, collate and maintain a bibliography of the current literature that cites and references the effects of FAS on the pet and its caregivers, pet communication and learning, how FAS can be assessed, and how Fear Free can positively affect outcomes. In addition, all Fear Free information and education materials are reviewed by veterinary behaviorist Dr. Ken Martin, and all Fear Free courses are reviewed by specialists in their field.

FEAR FREE EVIDENCE

More than 75% of dogs and cats are stressed during a veterinary visit.^{1,2} In dogs, the greatest fear was before arrival and the least when moved into the consult room.¹ The most stressful procedures were rectal temperature (22%) followed by blood collection, injections and ear exams.¹

For cats, the highest level of fear was on the exam table, while almost 60% of cats were stressed when returning home, sometimes for days. Injections were most fear evoking (34%) followed by rectal temperature, blood collection, wound treatment and ears.² As many as 58% of cat owners and 38% of dog owners report their pets hate going to the veterinarian.³ In fact, 28% of cat owners and 22% of dog owners would visit the veterinarian more frequently if it wasn't so stressful. Dogs and cats also suffer from "white coat" syndrome. Compared to the same procedures done as home visits, blood pressure, pulse, rectal temperature and respiration are increased in dogs and cats, and blood glucose increases in cats.^{4,5}

Dogs have been shown to be less fearful when moved from the reception area into the exam room, and less fearful in the exam room than in the treatment area. There is also evidence that contact from the owners decreases heart rate, temperature, and attempts to jump off the table, and that separating pets from their owners increases anxiety. However, safety is a first priority, and a fearful owner can add to a pet's fear and anxiety.

FEAR FREE WORKS!

Pets with positive veterinary experiences were less fearful at subsequent visits. In cats that had Fear Free veterinary visits including gentle handling, pheromones, taken directly into the exam room, allowed to exit their cage voluntarily, and owners present, there were no differences in heart rate, temperature, respiration or blood pressure between home visits and veterinary visits except for a higher blood glucose in the clinic.⁶ In cats, passive restraint compared to full body handling led to reduced fear, and fewer attempts to jump off the table.

IF YOU CAN'T ABATE ... MEDICATE!

Waiting too long to medicate leads to unnecessary fear and increases the amount of medication needed to sedate. In addition, any painful, uncomfortable or disturbing experience is both an immediate welfare issue and conditions fear of further experiences. Studies have demonstrated an effect for gabapentin, trazodone, benzodiazepines, and alpha-2 agonists such as clonidine and dexmedetomidine oro-mucosal gel (not yet available in Canada) in reducing fear and anxiety related to car rides and veterinary visits, as well as an anxiolytic effects of natural products including pheromones, alpha-casozepine and L-theanine. In addition, compared to manual restraint, injectable sedation with dexmedetomidine and an opioid (e.g. butorphanol) resulted in improved cooperative and behaviour scores, lower cortisol, less need for restraint, less personnel, time and costs.⁷ Pre-medication with pain control medication is also essential for painful pets and potentially painful procedures. Fear Free provides a wealth of support material including algorithms and dosing charts for pre-visit medications, natural supplements, and in-clinic sedation. The Level 1 Certification Program alone includes two modules on pre-visit medications and in-clinic sedation.

FEAR FREE RESEARCH

While there is extensive current research, there is great need for additional research to support current decision-making and to make further advances in our

28% of cat owners and 22% of dog owners would visit the veterinarian more frequently if it wasn't so stressful.

knowledge and understanding of preventing, alleviating and assessing fear, anxiety and stress. To help encourage and support research and to document and share the findings, Fear Free has established a research portfolio to encourage and support further research through funding of awards and grants for new evidence-based research related to the prevention, treatment and measurement of FAS during veterinary visits or in the home.

The initial focus of funding has been for both veterinary teaching institutions and for board-certified behaviour colleges, to support student, resident and behaviourist research projects. These include grants for a veterinary student project that has now been completed at the University of Florida which found that patients in the exam room were less fearful than in the treatment area based on heart rate and signs of fear and anxiety; and a number of projects pending or in progress including veterinary student research at Western University on the effects of enhanced human interaction on reducing stress of veterinary visits, a behavioural residency project at Purdue University on the effect of an anxiolytic during on veterinary exams, and funding for a member of the Australian and New Zealand College of Veterinary Scientists evaluating the effects of a nutraceutical supplement on reducing fear at veterinary consultations.

In addition, awards have been given to the best Fear Free related studies at the American College of Veterinary Behaviorists (dacvb.org) annual meeting on the effects of music and the effects of a new probiotic on fearful behavior, and

for the European Veterinary Behavior and Welfare Congress (ecawbm.com) on the effects of puppy classes on early adopted puppies and on behavioral drugs used during veterinary visits. Fear Free is also pleased to announce the funding of two welfare awards in the Journal of Veterinary Behavior, an international peer reviewed journal focused on veterinary behavioral medicine and applied research. for the best papers published in 2019 related to fear free veterinary visits and fear free happy homes. See <https://www.journalvetbehavior.com/improving-pet-welfare-research-awards>.

To view the abstracts of the findings, a collated bibliography of references, or to submit your own research proposal, visit our research website at <https://fearfreepets.com/fear-free-research>.

1. Mariti et al. Guardians' perceptions of dogs' welfare and behaviors related to visiting the veterinary clinic. *JAAWSi* 2017;20:24
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6. Niblett et al. Comparison of stress exhibited by cats examined in a clinic versus a home setting. *J Appl Anim Behav Sci* 2015;173:68-75
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Animal Health Perspectives

ISO Certification and AAVLD Accreditation – what does this all mean and why is it so important?

By: Carl K. Johnson, DVM, CEO, PDS Inc

Continuous improvement is integral to Prairie Diagnostic Services (PDS), both individually as diagnostic technologists and professionals, and collectively as a laboratory. Just as for veterinarians, continuing education, specialized training and pursuit of advanced certification defines us as diagnostic technologists and professionals committed to delivering the best possible service to our veterinary clientele. As a laboratory, meeting the highest quality standards in testing and lab performance reflects our commitment to delivering accurate, timely and reproducible test outcomes that you can depend on. **PDS is now AAVLD accredited as a veterinary diagnostic laboratory, with many of its tests ISO17025:2005 certified.**

ISO17025 CERTIFICATION

Having a robust Quality Management System helps ensure precision and reliability of test results, and provides a great example of continuous improvement. Implementing routine QC measures in your in-clinic testing is an important step in the right direction. As a referral veterinary diagnostic lab in Canada, certification by the Standards Council of Canada to current

international ISO17025 standards of quality is critically important to assuring quality in the testing the lab performs. PDS has a broad scope of testing that has been ISO certified for 15 years. ISO17025 sets quality standards for how specific tests are conducted and such standards are universally applied in certified labs. Is your referral veterinary diagnostic lab ISO-certified for the tests you are requesting?

OTHER CERTIFICATIONS

If ISO standards are not set for a specific test of interest, other certifying bodies may help establish proficiency standards and certify a lab for such testing. The Canadian Food Inspection Agency certifies testing for some reportable diseases of regulatory interest (e.g. BSE, BTV, CWD, ASF), where QA/QC standards require specialized training and where there may be restricted access to reference standards. For some tests, particularly for new technologies that do not yet have international Quality standards established through ISO, a test manufacturer may certify that such tests are being performed correctly and in compliance with the validated test method established by the manufacturer. For example,

PDS technologists have been trained and are now certified by Oxford Nanopore Technologies to provide commercial Whole Genome Sequencing testing. PDS was the first lab in Canada (performing either human or animal testing) and the first veterinary diagnostic lab to be certified to perform this testing in North America.

AAVLD ACCREDITATION

Beyond ISO, CFIA or other certifications of individual diagnostic tests, laboratory accreditation is another great example of setting the highest standard of laboratory performance and delivering our commitment for continuous improvement. The American Association of Veterinary Laboratory Diagnostics (AAVLD) is the only recognized accrediting body of veterinary diagnostic laboratories in North America. A majority of publicly funded labs in the US and now four Canadian labs are AAVLD accredited. On its initial application this fall, PDS achieved full AAVLD accreditation!

AAVLD accreditation is a peer review process, involving a comprehensive detailed review of laboratory procedures and processes. The AAVLD accreditation committee performs an in-depth review of the lab's SOPs

to ensure they meet AAVLD Quality standards, as well as the lab's conformance to these SOPs. Test method standards closely reflect current ISO17025 standards. In addition, the AAVLD is very interested in how well the laboratory performs overall as a diagnostic test facility. The accreditation committee scrutinizes everything from sample submission, to data integrity and test reporting. The committee carefully evaluates the organizational structure, biosafety provisions, its diagnostic skill base and professional development programs. It also evaluates the lab's financial viability, and even seeks stakeholder and customer feedback. The AAVLD accreditation process culminates in an on-site audit of the laboratory by the site inspection committee, which is followed by a full committee review of all findings. A decision on accreditation (full, provisional or non-accreditation) will set the course for continuous improvement going forward.

AAVLD accredited labs must first adequately address their non-conformance findings (no lab is perfect!) to maintain their accreditation status, and then

WHAT'S INSIDE

- 1 ISO Certification and AAVLD Accreditation – what does this all mean and why is it so important?
- 3 Cutaneous mast cell tumor in a horse
- 4 Staff Update
- 4 Familiar Face Returns to PDS

Continues on Page 2

work to renew their accreditation within the period of accreditation granted. It's a continuous improvement process that is on-going and reflects the lab's commitment to operating with a robust Quality Management System and setting performance standards consistent with other accredited labs.

VETERINARY VS. HUMAN DIAGNOSTIC TESTING STANDARDS

It is interesting to note that veterinary diagnostic labs are not required to be accredited, certified or licensed in any way. Accreditation and certification is strictly voluntary. As described, certification may be required for labs to perform certain regulated tests for reportable diseases (i.e. CFIA), for export market access or for international border crossings. However, it is up to the lab to decide what testing it wants to perform and what Quality standards, if any, it wishes to implement. For commercial human diagnostic testing in Canada, lab testing is heavily regulated on a provincial basis. In the US, human diagnostic testing is regulated by a federal government agency for compliance with the Clinical Laboratory Improvement Amendments (CLIA). For veterinary diagnostic testing in either Canada or the US, there are no requirements for meeting Quality standards. The scary truth is that anyone can start a commercial veterinary testing lab in their garage!

IN-HOUSE VS. REFERRAL VETERINARY DIAGNOSTICS:

A robust Quality Management System is absolutely integral to ensuring the accuracy and dependability of diagnostic testing. Confidence in test outcomes is key; however, there is a balance that is appropriate when considering

how to manage your diagnostic needs. In-house testing can provide rapid test results for most standard tests, assuming the equipment is performing properly, the test method is followed correctly and routine QC measures are implemented as validated by the manufacturer. In-house testing is particularly important for urgent situations or when turn-around-times (including shipping and reporting times) are too long to provide the information needed for

decision-making.

BOTTOM LINE:

For your referral veterinary diagnostic and toxicology testing, for monitoring herd health status, for meeting international test requirements and for ensuring your research testing meets standards of quality fit for purpose, consider the Quality and performance standards your diagnostic test laboratory measures itself against. It is not good enough to say Quality is

important, but rather it is how a lab strives to meet its continuous Quality improvement commitments. Achieving Quality and performance standards that are set by international standard setting organizations, and assessed by independent and peer review organizations, are lofty goals and labour intensive efforts for any lab. Your clients trust your clinical judgement. Your clinical judgement to a large part based on sound diagnostic test outcomes. Where do you send your referral diagnostic test?



Do you know who to call for welfare concerns related to livestock?

Complaint	Contact
Suspected cruelty	Animal Protection Services of Saskatchewan (306-382-0002)
Roaming/stray	RM office/Livestock Services of Saskatchewan/RCMP
Threat to public safety	RCMP

saskatchewan.ca/livestock



Do you know who to call for welfare concerns related to companion animals?

Complaint	Location	Contact
Suspected cruelty	Saskatoon	Saskatoon SPCA (306-374-7387)
	Regina	Regina Humane Society (306-777-7700)
	Prince Albert	Prince Alberta SPCA (306-763-6110)
	Elsewhere	Animal Protection Services of Saskatchewan (306-382-0002)
Roaming/stray or Injured and at large	Anywhere	Animal control/RM office

saskatchewan.ca/livestock



Cutaneous mast cell tumor in a horse

By: Moira Kerr, Veterinary Diagnostic Pathologist, PDS Inc.

A 14 year-old, American paint gelding presented to its primary care veterinary for an approximately 3 cm in diameter mass that was present on the right facial crest for about two months. The mass began increasing in size two weeks prior to presentation. An in-house fine needle aspiration (FNA) cytology revealed 'macrophages and bacteria'. On ultrasonography the mass was noted to have a soft tissue echogenicity, lobulated appearance and several small fluid-filled pockets throughout. The mass was excised and submitted for histologic examination. The mass was transected prior to submission into two, approximately 5.0 x 2.0 cm, triangularly shaped sections of haired skin. On cut section there were multiple, variably sized and shaped foci that contained a yellow granular material (see Figure 1).

Histologic examination revealed a poorly demarcated, nonen-

capsulated, noncompressive mass in the hypodermis. The mass extended to the lateral and deep surgical borders. The mass comprised sheets of individualized round cells with distinct cell borders and a moderate to high nuclear to cytoplasmic ratio. The nucleus was centric, round to oval with a finely reticular chromatin pattern. The cytoplasm was scant to moderate, grey blue and coarsely granulated (see Figure 2). The intracytoplasmic granules stained positively with toluidine blue (see Figure 3 and Luna stains which highlight mast cell granules. There were numerous, variably-sized foci of coagulative necrosis with admixed intact, degranulated and disintegrating eosinophils (see Figure 2). These foci were surrounded by multiple layers of the mast cells. There were moderate numbers of eosinophils admixed with the tumor cells. The pockets of yellow-brown fluid noted on ultrasonography and sectioning of the forma-

lin fixed tissues are the foci of coagulative necrosis that were present throughout the mass.

The histologic diagnosis was a cutaneous mast cell tumor (MCT). **MCT are uncommon, usually benign tumors in the horse.**^{1,2} Cutaneous MCTs commonly affect the head, neck, trunk and limbs. Equine cutaneous MCTs usually show slow, progressive growth or become static, even over a course of two years.¹ Rarely a lesion may show sudden rapid growth.² Histological grading schemes, as exist for canine cutaneous MCTs, do not exist for equine cutaneous MCTs. Complete surgical excision is curative. Surgical excision was incomplete in this case, but spontaneous remission has been reported even when surgical excision is incomplete.

I strongly suspect that the 'macrophages and bacteria' noted on the in-house FNA cytology are the mast cells and free mast cell

and eosinophil granules. I also suspect these cytology preparation were stained with a Diff-Quik® stain. **Diff-Quik stain can sometimes fail to demonstrate mast cell granules.** Many theories exist as to why some MCT will not take up Diff Quik stain but none has been proven. It is always prudent to send air-dried unstained smears from a suspect mast cell tumor to a veterinary diagnostic laboratory where an automated stainer, that uses a different type of Wright-Giemsa stain, is typically used. This will ensure that a poorly granulated mast cell tumor is not missed.

References:

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2. Clarke I, Simon A, Ehrhart E J, Mulik, J, Charles B, Powers B and Duncan C. 2014. Histologic characteristics and KIT staining patterns of equine cutaneous mast cell tumors. *Vet Pathol*, 51 (3): 560-562.



Figure 1: Subgross of a section from a mass excised from the right facial crest

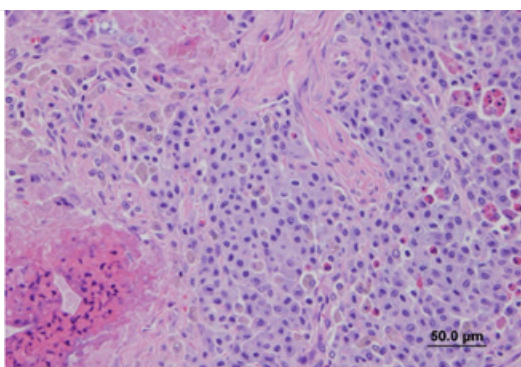


Figure 2: Admixed mast cells, eosinophils and foci of necrosis. Hematoxylin and eosin stain, 400x

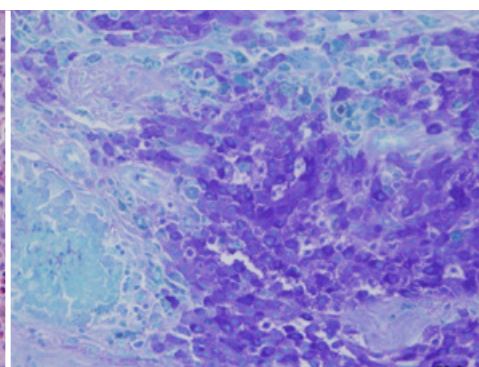


Figure 3: Toluidine positive staining mast cells. 400x



Staff Update:

Sivakumar (Siva) Varadaraj resigned from PDS in December 2018 for a new job at the Southern Alberta Institute of Technology (SAIT). Siva came to PDS in 2015 with a very unique skill set. Apart from being a designated accountant he had expertise in IT and procurement areas. Siva is a problem solver. His software savvy helped PDS through many issues related to administrative programs and other digital-related dilemmas. His knowledge of Work Force Now and ADP allowed for the implementation

of payroll, time and attendance and performance management. His energy and enthusiasm were truly an inspiration for us all and he inspired us to think differently. Outside of work, Siva volunteered his time and energy with several local charitable organizations, including Saskatoon's Pets in the Park.

There is no doubt that Siva will bring his unique abilities and strong work ethic to his new position in Calgary. We wish him and his family all the very best in their new 'adventure'.



Familiar Face Returns to PDS:

PDS is very pleased to welcome Dr. Shelagh Copeland to its roster of veterinary anatomic pathologists. Dr. Copeland received her DVM and MVetSc degrees from the WCVm, and has diverse, but highly relevant, work experiences in SK and MB. Her career path includes private veterinary practice, veterinary diagnostic pathology, food safety and extension programs and most recently, regulatory compliance. In fact, she was the manager of and a veterinary pathologist at the PDS Regina laboratory for different periods of time in her career. Shelagh's presence will give

PDS much needed professional diagnostic support, easing the heavy workload and scheduling challenges we face. PDS will also be better positioned to help other veterinary diagnostic laboratories in western Canada in need of support of their diagnostic workload, on a temporary basis.

We look forward to having Shelagh back on-board at PDS, and introducing her to those of you who have yet to meet her. Shelagh can be reached via e-mail (shelagh.copeland@pds.usask.ca) or telephone (306.966.1178).

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.

Council review of discipline process

Dr Victor Kernaleguen
Council President
victorkernaleguen@gmail.com

At the last Annual General Meeting, one of the members made a request that the Association's discipline process be reviewed by SVMA Council. Over the fall months, Council conducted this review.

Any process review must as a first step identify the fixed elements. In a regulatory context, pertinent legislation is the fixed element. The Veterinarians Act, 1987 (the Act) is the pertinent provincial legislation that was created to govern the veterinary profession in Saskatchewan. It is provincial law and must be adhered to in the course of conducting any and all SVMA regulatory activities.

The SVMA Bylaws are the legislative guidelines created by the collective membership, aka the Association. The Bylaws cannot contravene The Veterinarians Act.

As discussed in detail in 'From the Registrar's Desk' (SVMA News, November 2018 issue), SVMA's primary responsibility is to safeguard the public through the oversight of the professional conduct of Saskatchewan veterinarians and registered veterinary technologists. Regulation is a role that must be performed by the

SVMA. The process that must be followed for complaints received by the SVMA is mandated by The Veterinarians Act, 1987 and cannot be changed by Council, by the Professional Conduct or Discipline Committees, by the registrar, or by Association members.

Upon reviewing the discipline process as it is currently implemented by the Professional Conduct Committee and the Discipline Committee, the Council believes the requirements of both The Veterinarians Act and the SVMA Bylaws are being met.

Individual members have the opportunity to exercise power over regulatory matters through the actions of submitting Bylaw change proposals in advance of the Annual General Meeting and/or voting on Bylaws at the AGM. Any Bylaw changes enacted by members are then forwarded to the Director of Corporations

at the provincial government for review and filing. Beyond this input, there is no role played by the membership in shaping or affecting the discipline process. By holding a seat on one of the legislated committees, a member may participate in following the discipline process, but may not contravene the mandated process itself in doing so.

Nor do members on Council have influence over discipline processes or proceedings. Council receives updates on timelines of discipline cases in progress (but no details of any of these cases) at regular Council meetings because such reports to Council are part of the job of the registrar.

Finally, the registrar is the administrator of the discipline process, who must adhere to the statutes of The Veterinarians Act and SVMA Bylaws in performing the functions of that role. The registrar has no part in or influence over the decisions made by either the Professional Conduct or Discipline Committees.

Council appreciates all inquiries from the Association membership and invites members to contact them anytime with questions or concerns.

Discipline Case Report

SVMA Discipline Committee

Discipline case report: 2017-06

On December 3, 2018, the Discipline Committee of the SVMA convened a hearing to determine an outcome in case #2017-06, a complaint referred to the DC by the Professional Conduct Committee (PCC) against Dr Tania Marshall.

The complaint involved Dr Marshall's having made errors in the handling of social media.

By majority vote the Discipline Committee agreed to accept the terms of a joint submission with the following terms; That Dr Marshall

1. Receive a letter of reprimand
2. Be required to pay costs capped at \$3500.00
3. Within 2 weeks of the decision of the discipline committee, arrange to take and then complete a veterinary-specific training program regarding the use of and issues pertaining to social media.



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We Sadly Announce...

Craigmyle Riddell was Born on October 19, 1933, in Banchory, Scotland and passed away peacefully at St Paul's Hospital, in Saskatoon, on November 18, 2018.

Craig grew up in Scotland where he attended St. Andrew's University and completed a B.Sc. in 1954. He immigrated to Canada and in 1959 married Patricia Parker, whom he met while they worked in the oil industry. He later completed a DVM with honours at the Ontario Veterinary College in 1964. Craig and Pat welcomed their first daughter, Morag, in 1966, while Craig pursued his Master's Degree at the University of Connecticut. They moved to Saskatoon in 1969, where Cara, their second daughter, was born. Craig continued his education and received his PhD in Veterinary Pathology at the Western College of Veterinary Medicine in 1976.

During his 30 year tenure at the University of Saskatchewan, he taught veterinary and agriculture students, researched poultry metabolic diseases, and did diagnostic and extension work for the poultry industry. Craig followed his passion for travel and spent four sabbaticals working in foreign countries. Throughout his career, he received many awards and accolades. He was the first Canadian president of the



CRAIGMYLE RIDDELL, DVM

American Association of Avian Pathologists from 1985-86. He authored a handbook on Avian Histopathology, published over 80 papers in world-recognized journals, and presented at numerous conferences around the world.

After his retirement, he served consecutive terms as a Councillor for the Municipality of Corman Park. Craig had a love of the outdoors and many family vacations involved canoeing, hiking, skiing, and camping. He hiked the Continental Divide, from Banff to Jasper, in six stages, and over the course of four trips walked the length of

the British Isles. Craig loved working with animals and birds. One of his many hobbies was training border collies to work with sheep.

Craig was an awesome dad who had a great sense of humour, whether coaching his girls at soccer, teaching them to ski, assisting with the horses at Pony Club, attending recitals, or playing loud bagpipe music while cooking Christmas dinners. Craig had very high standards and suggested his daughters become a doctor and a lawyer so he could 'feel good for nothing and be good for nothing' in his old age. However, Morag and Cara chose their own paths and he was very proud of them.

Craig will be greatly missed by his wife of 59 years, Pat Riddell, his daughters, Morag Riddell and Cara Dawson, his son-in-law, Chris Dawson, his grandson, Keiran Dawson, his sister, Margaret Valle, his nieces, nephews, and cousins.

Grateful thanks to Dr Basi and the staff of St Paul's Hospital, 6th Floor Medicine. As per Craig's request there will be no service. Please express your condolences via donations or guest book comments at <https://www.arbormemorial.ca/hillcrest/obituaries/craigmyle-riddell/26670>.



Retirement Party

For
Dr Judy Currie

SVMA REGISTRAR

Friday March 22, 2019
7 - 10 pm

Persephone Theatre
100 Spadina Crescent East, Saskatoon

Dr Judy Currie will be retiring at the end of March.

Please join us on Friday March 22, 2019
to thank her for her seven years as SVMA Registrar
and to wish her well in the future!

Hors d'oeuvres will be served; cash bar. There is no charge
to attend - all SVMA members are invited, BUT you must
RSVP through your online member account by
Friday March 1st.

For further information, please contact

Sue Gauthier
sgauthier@svma.sk.ca
306.955.7868



July 16 and 17, 2019, Toronto, Ontario

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

The Canadian Veterinary Medical Association's (CVMA) Emerging Leaders Program (ELP) can help bring joy back into the workplace by teaching you how to cope with a variety of challenges encountered in veterinary practice.

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

“The CVMA Emerging Leaders Program was a very inspiring experience. The leadership lecture component helped re-focus on the importance of a functional team and how putting significant effort into designing and supporting the desired workplace culture will develop a more functional and efficient team leading to improved workplace moral and client retention and compliance.”

Dr. Beth Cozens, Fort Malden Animal Hospital



"YOU SAID IT"

is a column for member comments, stories and letters.

WHAT CRAMPS YOUR VIBE?

NEXT ISSUE'S TOPIC: "I wish I had known ..."

Send your replies to sgauthier@svma.sk.ca to be published anonymously.

CLIENT:

"I vaccinated her with penicillin"

When a client tells you their dog "bit the last vet" only AFTER you start to examine said patient and nearly lose a finger.

Patient comes in on emergency for respiratory distress, client asks for a nail trim during the exam.

Can't get a catheter in ... co-worker tries, gets it on the first try.

This morning I saw a neighbour talking to her cat. It was obvious that she thought her cat understood her. I came to my house, I told my dog ... we laughed a lot!

FB classic

When a client calls in 5 minutes before the clinic closes for a long weekend (and you're on call, as Murphy's Law would dictate) because their pet hasn't eaten in a week.

When taking a history begins with, "Well I'm a nurse so..."

When you see you have a message on Facebook from a friend you haven't spoken to in ages asking for vet advice.

We were sitting around the dinner table and my father-in-law was talking about some bloodwork he had done recently. He implied that only my RN sister-in-law would understand what he was being tested for, and what the results indicated. I thought to myself, "yeah, because an animal's blood is totally different and RNs are trained in clinical pathology...!"

"YOU SAID IT!"



THE COUNCIL TABLE

When you think about your Association's decisions and policies, do you wish you had more influence? Would you like an opportunity to handle things differently? The opportunity is here, at the SVMA Council table

Your Council is made up of member veterinarians just like you. Every SVMA member has important ideas and perspective to share. We want your point of view, your knowledge and your ideas.

Any SVMA members with five+ years of practice experience are welcome. Members with experience from volunteering with other SVMA committees are preferred. Two-year Council

terms go by quickly, and Council members invariably say they obtain a wealth of knowledge and insight about the Saskatchewan veterinary profession to take back to their practices.

If you are interested, please contact the SVMA office or a current Council member for more information. Nominations for Council seats can be made during the AGM.

BE PART OF THE PROCESS. SHAPE THE FUTURE OF YOUR PROFESSION. RUN FOR A SEAT ON COUNCIL.

Since its inception in 2010, 254 DVMs have participated in the program.

You can join this amazing group of rising stars as this unique leadership experience is open to all CVMA DVM Members. With sponsorship from Virox Animal Health, CVMA is offering the opportunity to members who graduated in 2008 or later to apply for full sponsorship to participate in the program.

“I had an amazing time in Vancouver at the CVMA and mostly at the ELP component. Dr. DeBowes sessions were full of inspiration and motivation. He presented new ways of looking at old problems. Provided new and unique ways of looking at day to day issues as well as “big ticket” life issues. Came away inspired and motivated to invoke positive change in my life and workplace.”

Dr. Devin Norbert, Fish Creek 24hr Pet Hospital



ELP Facilitator **Dr. Rick DeBowes** will show you that practice can be fun, **if you let it be!**

Facilitator:

As Professor of Surgery and Director of the Professional Life Skills Program

at the Washington State University, College of Veterinary Medicine, Dr. DeBowes has practiced in both private small animal practice and academic equine practice settings. He is a frequent speaker and presenter of leadership programs and co-developed the AVMA Veterinary Leadership Experience and a series of other interactive, experiential leadership education programs for healthcare team members. These unique programs have been presented to students, faculty, practitioners and healthcare team members in numerous countries across four continents.

Rabies: protecting yourself and your staff

Dr. Stephanie Smith
Animal Health Veterinary Intern

Rabies is a deadly disease. As veterinary professionals, we understand vaccination protocols and strategies to prevent exposure for our patients and clients, but what about protecting ourselves? It is imperative that veterinary professionals understand their risk of rabies exposure and how they can protect themselves. Recognition of rabies suspect cases and avoiding exposure are two of the most important strategies in ensuring personal safety;

however, maintaining protective immunity is also very important. Veterinary professionals should ensure their immunity is sustained through titre checks and booster vaccines when necessary. They should also make sure to keep up-to-date records of vaccinations and titre checks so that the information is readily available in event of a confirmed exposure. This article provides answers for some commonly asked questions regarding rabies vaccination and titres.

Why should I keep my rabies vaccination current?

Maintaining your immunity to rabies provides immediate protection to you should you be exposed to a rabid animal.

The process for post-exposure management for individuals with known titres is much simpler than those without known titres.

What are my responsibilities for my clinic with respect to rabies vaccination for my employees?

The Saskatchewan Employment Act states the following: 3 (8) Every employer shall: a) ensure, insofar as is reasonably practicable, the health, safety and welfare at work of all of the employer's workers. Although not required under Practice Standards by the SVMA, clinics should have a policy on rabies vaccination and titre monitoring to ensure the safety of their employees.

Rabies risk should be assessed. Employees with potential to be exposed to rabies should be trained in rabies recognition, and protected through

adequate personal protective equipment, and vaccination where appropriate.

Anyone receiving rabies vaccination has a personal responsibility to ensure titres are monitored and records kept of titres. As employers, clinic owners have a responsibility to ensure that any employee exposed to a potentially rabid animal is reported to Public Health.

How do I access my immunization information?

All those previously immunized should have a documented immunization history, which should specify date of administration, dose number, dose volume and unit, and method of administration (i.e. intramuscular or intradermal) at a minimum.

Veterinary students can request their result from the WCVI administration office and should obtain a copy of these results once they are out in practice.

Immunization history of documented past doses can

be submitted to your local Public Health office for entry into Panorama, the provincial vaccination database.

Titre levels are entered in Panorama as immune or non-immune. In the event of an exposure, Public Health can quickly access your information to determine what steps are necessary for post-exposure prophylaxis, depending on your immunization history.

What do I do if my rabies vaccination or titres were not performed in Saskatchewan?

It is recommended that veterinarians and their staff members obtain and keep a copy of their out-of-province rabies vaccination records and titre results.

How often should rabies titres be checked?

Typically, for individuals at high risk of exposure to rabies, titres should be monitored every two years but this will depend on each individual and their response to the rabies booster.

How do I request my titre check?

Anyone can request a titre check from their doctor by requesting a lab requisition form. Indicate that rabies vaccination is required for the profession to avoid charges for titre testing. The sample must be collected in a yellow top serum separator tube. At least 5 ml of blood, or 1 ml of serum, is needed.

What is the turnaround time after blood samples are submitted to receive results on rabies titres?

The average timeframe to receive rabies titre results is 20 calendar days. This will vary depending on the number of samples that the laboratories are processing. All clinical samples for rabies testing are sent to the Roy Romanow Provincial Laboratory and then referred to the National Microbiology Laboratory in Winnipeg.

Can we book a titre check for our clinic?

Private laboratories, such as the DynaCare lab, can be contacted to arrange titre checks, for a fee.

**If my titre is below 0.1 IU/ml,
how do I get a booster?**

If booster vaccination is required, the Saskatchewan Health Authority vaccine sales clinic can be contacted to arrange vaccination.

Contact Melonye Hynd at melonye.hynd@fbs.saskhealthauthority.ca for more information.

Titres can be rechecked after a booster to ensure protective immunity through a private lab, as above, or testing requested through appointment with a general practitioner.

How does The Saskatchewan Health Authority make decisions on the need for a booster or rabies post exposure prophylaxis (RPEP) after exposure?

RPEP is simplified when an individual has had pre-exposure prophylaxis and evidence of an adequate titre in the past 2 years.

For a previously vaccinated person with an adequate titre, RPEP involves two doses of rabies vaccine.

For a previously unvaccinated person or individuals without proof of an adequate titre, RPEP involves rabies immunoglobulin and 4 doses of rabies vaccine over the span of 14 days. Individuals who are immunocompromised will require a 5th dose of vaccine two weeks after the 4th dose.

For example,

Unimmunized (or where a titre is not available) individuals require:

ASAP (Day 0) Rabies immunoglobulin (dosage based on weight) and dose 1 of the 4 dose series of rabies vaccine followed by:

3 additional doses of rabies vaccine on days 3, 7 and 14.

A final dose on day 28 is required for individuals with a compromised immune system

For individuals with a history of previous immunization but who did not have an acceptable level of antibodies demonstrated in the past, the following applies:

A sample for serology may be drawn at the time of exposure (before Rabies Immunoglobulin or vaccine is administered) to potentially reduce the number of doses of vaccine needed.

Rabies immunoglobulin is administered (dosage based on weight) on Day 0 along with dose 1 of the 4 dose series of rabies vaccine followed by: 3 additional doses of rabies vaccine on days 3, 7 and 14 (and a 5th dose if needed on day 28)

The Medical Health Officer may recommend discontinuing additional doses of rabies vaccine provided that 2 doses have been administered if serology indicates adequate immunity (≥ 0.5 IU/mL).

When:
July 16, 2:30 to 6 p.m.
July 17, 8 a.m. to 2:00 p.m.

Where:
Metro Toronto Convention Centre

Who:
CVMA DVM Members

Testimonial from Dr. Rick DeBowes, Facilitator:

It has been my distinct pleasure over the past 6 years to be associated with the amazing colleagues from across Canada who come together annually to engage in the Emerging Leader's Program. Having taught veterinary students and post graduate colleagues for the past 39 years, I can tell you that these individuals are amongst the best and brightest you could find. The energy, enthusiasm, and intelligence they bring to our interactive learning sessions is both gratifying and humbling. So many of them go on to improve their practice teams at home or take on a role in provincial or national organized veterinary medicine...always leading by example. If you want to thrive in our profession today and truly make a positive difference for others, I wholeheartedly recommend the CVMA Emerging Leaders' Program for your consideration!



How to apply for sponsorship...

CVMA members who graduated within the last 10 years (2008 or later) can apply for full sponsorship to participate in the ELP (Up to two sponsored participants per province will be selected).

Sponsored participants will receive the following:

Travel to and from Toronto, Ontario

Two nights' accommodation
at the Intercontinental Hotel

Eight-hour workshop
with Dr. Rick DeBowes

Complimentary registration for the
2019 CVMA Convention (value \$1300)

If you would like to apply for sponsorship, please complete the attached form and send to **Sarah Cunningham**, at scunningham@cvma-acmv.org by **March 1, 2019**.



**ANIMAL
HOARDING
WORKSHOP**

SAVE THE DATE:
Wednesday, June 12, 2019

Queensbury Convention Centre, Evraz Place, Regina



Representing the *interests* and *priorities* of Canada's diverse veterinarians.

canadian veterinary medical association (CVMA)

ONE PROFESSION. ONE STRONG VOICE.

Whatever and wherever you practice veterinary medicine and wherever you are in your career, the CVMA's advocacy and resources can help make you more successful.

YOU SPEAK FOR THOSE WHO CANNOT SPEAK. AND WE SPEAK FOR YOU.

CVMA released a 30-second video as part of its national membership recruitment/engagement campaign: canadianveterinarians.net/members or CVMA YouTube channel (CVMAACMV).

2019 WSAVA/CVMA JOINT CONGRESS

July 16 to 19, 2019 in Toronto; 10 CE tracks per day (wsava2019.com/scientific-program). CVMA Signature events include: Global Summit, Global Forum, Emerging Leaders Program, AGM and Awards Ceremony. Early bird savings end April 10, 2019: wsava2019.com/registration.

WE HELP SHAPE NATIONAL POLICY AND LEGISLATION THAT AFFECT YOU.

LEGISLATION TO STRENGTHEN PROTECTIONS FOR ANIMALS

In October 2018, the Minister of Justice and Attorney General of Canada introduced legislation to update the Criminal Code to strengthen animal protection by broadening the scope of the bestiality and animal fighting offences. In December 2017,

CVMA and 11 stakeholder groups submitted a letter to the Minister calling for an update to address these shortcomings during its Criminal Code review/update.

WE ADVOCATE ON YOUR BEHALF FOR IMPROVEMENTS TO ANIMAL WELFARE.

CVMA PARTICIPATES IN FVE AND AVMA JOINT MEETING DURING FEDERATION OF VETERINARIANS OF EUROPE GENERAL ASSEMBLY

The Assembly took place in November, 2018 in Rome, Italy. In 2015, CVMA signed a collaboration agreement with FVE and AVMA to aid in international discussions and negotiations. CVMA, AVMA and FVE are three of the leading veterinary professional organizations in the Western world, representing over 330,000 veterinarians in all disciplines.

OUR RESOURCES HELP YOU SUCCEED THROUGHOUT YOUR CAREER.

2018 GUIDELINES FOR VETERINARY ANTIMICROBIAL USE ONLINE PLATFORM ROLLED OUT IN DECEMBER

The existing 2008 CVMA Prudent Use Guidelines for Antimicrobial

This information is provided to update you on the CVMA's recent activities and resources that benefit our members in Saskatchewan and across Canada.

Use was expanded to include small ruminants and companion animals. Additional fields include brand trade names and labeled vs. extra-label use. The electronic format allows:

- Frequent updating/addition of new resources.
- Accessibility via a variety of devices.
- A searchable interface and filtering for quicker information access.

The tool is within the existing CVMA website. Members can access all content. Non-members have a trial period until April 1.

FULL SPONSORSHIP FOR THE 2019 EMERGING LEADERS PROGRAM

Held at the WSAVA/CVMA joint Congress, Toronto, July 16 and 17. Sponsored by Virox Animal Health, this highly interactive workshop helps veterinarians, RVTs, and veterinary leaders/managers identify and develop leadership skills. Sponsorship open to DVM CVMA members who graduated in 2008 or later.

Sponsorship includes:

- Travel to and from Toronto
- Two nights' accommodation, Intercontinental Hotel

- Eight-hour workshop with Dr. Rick DeBowes
- Complimentary 2019 Congress registration (value \$1,300)

More information on the CVMA website (Science & Knowledge > Emerging Leaders Program). Email Sarah Cunningham (scunningham@cvma-acmv.org) by March 1 to apply.

CVMA'S ONLINE CAREER AND BUSINESS TOOLKIT

CVMA created a Career and Business Toolkit to provide easy access to pertinent online resources and information (Financial and Practice Management, Human Resources, and Communications and Marketing). Links to free CE courses, articles, tools, calculators, services, guides, blogs, and advice are available: canadianveterinarians.net/toolkit.

2018 REPORTS ON COMPENSATION AND BENEFITS FOR ASSOCIATE VETERINARIANS

CVMA teamed up with OVMA and industry partners (IDEXX, Petsecure Pet Health Insurance, Merck Animal Health, Scotiabank) to report on associate veterinarian compensation

and benefits across Canada. This information can be used to compare hours worked, incomes, and benefits across the province/country. Visit the Business Management section of our website.

HEALTH CANADA AND CFIA CREATED FEED PRESCRIPTION WRITING TOOLS

Visit the Veterinary Oversight of Antimicrobial Use in Animals in Canada section of our website to download these various documents.

Contact the CVMA or consult the Member website for more about these/ other exclusive member benefits.

- Free Clinician's Brief™ Subscription and Plumb's Veterinary Drugs™ Discount
- HRdownloads™ - Discounted Management Resources
- Payment Processing Preferred Rates from Moneris®

CVMA Petcard Program

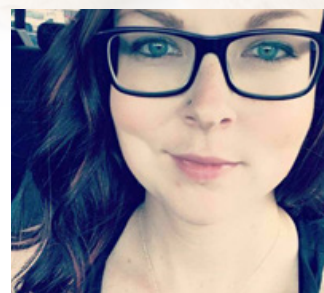
Questions or Suggestions?

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.



SAVT update

Breanne Barber, RVT
SAVT President



Happy New Year to all!

The Saskatchewan Association of Veterinary Technologists (SAVT) works hard on matters that make us the strong association that we are. The membership renewal deadline has come and gone with a total of 475 active memberships! The SVMA and SAVT worked together in many ways in 2018 to strengthen our relationship and we look forward to it continuing into 2019.

On November 2-4 we held our 34th Annual SAVT Conference in Saskatoon and the total number in attendance was 310. All who attended found ways to support the conference theme: 'Facing the Future' along with colleagues, speakers and guests from other VT Associations- Alberta, Manitoba and British Columbia. Back by popular demand on the Friday evening we included a mashini bar, market place and job fair. New this year offered on Friday afternoon we included animal welfare sessions and it was very well attended. It is something that we hope to continue to offer for our members at future conferences. Planning for the 35th Annual SAVT Conference has already begun! Award recipients this year include: Veterinarian of the Year- Tanya Duke, DVM; Conference Appreciation Award – Jackie Elsasser, RVT; SAVT Appreciation Award- Family Pet Crematorium, Saskatoon; SAVT

Technologist of the Year- Brenda Smith, RVT; Merck Mentorship Award- Lois Ridgway, RVT.

The 2018 – 2019 SAVT Board of Directors includes: President- Breanne Barber, RVT; President Elect – Tamara McLoughlin, RVT; Past President – Lois Ridgway, RVT; Secretary- Wanda Flynn, RVT; Executive Director- Jasmin Carlton; Financial Officer- Shannon McCallion, RVT; Members at Large- Tara Holland, RVT, April Penner, RVT, and Sheila Kucher, RVT; RVTTC Representatives- Darlene Ford, RVT, Carolyn Cartwright, RVT; Second year Saskatchewan Polytechnic Student Reps – Mabel Ng & Marlayna Morgan; First year Saskatchewan Polytechnic Student Rep- Ashley Martin and Conference Coordinator – Kenzie Makowsky, RVT.

On January 18-20, 2019 the SAVT Board of Directors retreated to "The Outerbanks" near Melfort to plan strategically for the upcoming year. Goals and priorities were identified to ensure that SAVT and members' needs are addressed.

The 2019 SAVT Board of Directors is comprised of a great group of people who reside throughout Saskatchewan. We are all looking forward to new ideas and diversity of thoughts to improve our association.





from the wcvm

An Update from the dean

Dr Douglas Freeman

Western College of Veterinary Medicine

Here are some recent news highlights from the Western College of Veterinary Medicine:

Inpatient feeding centre opens

The WCVM hosted a grand opening on Nov. 30 for its new Nestlé Purina Inpatient Feeding Centre, located in the college's Veterinary Medical Centre. All food for hospitalized patients in the Small Animal Clinic now comes from this one room, which is stocked with dry and canned pet foods for veterinary therapeutic diets. It's also equipped with the tools and resources needed for making meals that are delivered through feeding tubes as well as preparing special diets for some patients.

The centre enhances the hospital staff's ability to feed small animal patients. As well, it supports the work of Dr. Tammy Owens, the college's board-certified nutritionist, in teaching veterinary students about clinical nutrition. The new room makes it easier for students to compare products and to easily see the key differences between different diets. Nestlé Purina, a long-time supporter of the regional veterinary college, donated a significant amount toward the construction of the inpatient feeding centre that was built in one of the teaching hospital's former examination rooms.

Pilot project for DVM program

Through a pilot project for fall 2019 entry, the WCVM will offer five seats to western Canadian students in the college's DVM program that are not supported by the college's Interprovincial Agreement (IPA). Tuition rates for students admitted through this pilot project will be comparable to rates paid by Canadians who attend international veterinary schools.

Students admitted through the non-IPA seats must pay the standard WCVM tuition and fees (about \$11,000 per year) plus an additional, non-IPA tuition cost of \$50,000 per year. Total tuition costs are about \$61,000 per year.

Applicants must meet the WCVM's current residency and admission requirements to be eligible for consideration of a non-IPA seat. In addition, only applicants who applied for fall 2019 entry using the WCVM online application are eligible for this pilot program.

The pilot project is in response to the Government of Alberta's decision in October 2017 to withdraw from the provincial partnership outlined in the Interprovincial Agreement. This decision means the college will no longer allocate 20 seats per year to Alberta residents after the 2019-20 academic year. The pilot project is one of several funding options under consideration to address the loss of Alberta's partnership and funding.

New director for VIDO-InterVac

Dr. Volker Gerdts has been selected to lead the University of Saskatchewan's Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac), a world leader in infectious disease research and vaccine development. The five-year renewable appointment was recently approved by the university's board of governors and the VIDO-InterVac board of directors.

Gerdts, who has served as VIDO-InterVac's associate director of research for the past 11 years, succeeds Dr. Andrew Potter as the organization's fifth director. Gerdts is also a professor in the WCVM's Department of Veterinary Microbiology.

Gerdts has led numerous international research projects, including one of the initial Grand Challenges in Global Health projects funded by the Bill and Melinda Gates Foundation. As part of this research, the group developed a novel vaccine platform for neonates that is being used to develop vaccines for pertussis and respiratory syncytial virus. He was also a member of the team that developed a vaccine against contagious bovine pleuropneumonia, and in 2016, Gerdts was the scientific lead in developing and testing a vaccine for porcine epidemic diarrhea virus.

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.

NEW REGISTRAR NEEDED!

SASKATOON

Dr Judy Currie is retiring March 31, 2019. Full-time CEO, Registrar, Secretary-Treasurer required by the Saskatchewan Veterinary Medical Association. Must be a veterinarian eligible for licensing with the SVMA. Must be self-motivated and capable of working independently, have good interpersonal, communication and organizational skills, have the ability to set and meet deadlines, be bondable and able to travel. Please contact Dr Victor Kernalguen, SVMA Council president at victor@gatewayvet.ca. For details, visit <http://www.svma.sk.ca/index.php?p=classified-ads>. We thank all applicants for their interest. Only individuals selected for interviews will be contacted.

LOCUMS WANTED

MELVILLE

Want to try your hand at mixed animal practice and find out that it really is amazing? We have some shifts available to fill in the upcoming months. Our practice has a great support staff and we are fully equipped. On call is optional and we can arrange accommodations for you. Send us your information so we can start a discussion about what shifts are open: deanaschenher@hotmail.com or 306-728-2633.

PRINCE ALBERT

South Hill Animal Clinic is needing a vet to cover 9 days of vacation leave. We are a busy, SMALL ANIMAL ONLY clinic. Dates needing to be covered are August 10-19th, 2019 but we can hire for a couple extra days before the 10th, to get locum accustomed to the clinic and staff before the sole veterinarian leaves for holidays. Hours are 9am-5pm, Monday to Friday. Accommodations could be arranged and on call optional. If interested please contact us at ahsh@sasktel.net or 306-764-3011.

VETERINARIANS NEEDED

EARL GREY

Who wants to work at a rewarding career in a small rural community very close to Regina? You can make a lot of money AND have a great work/life balance with the potential to take over the practice for the right person!

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 and ultrasonic dental equipment.

Call today and I would be happy to consider all options. Earl Grey Veterinary Services, Dr. Debbie Hupka-Butz 306 939 2264 or email: egvets@sasktel.net.

ELROSE

86K, 4 weeks paid holiday with more time off if adventure calls. Warm body needed for cozy mom and pop country clinic. Main duties include doing good deeds and sharing some laughs. We have great equipment, staff, and sweetheart clients, the kind that make you tea biscuits. I want you to come for a visit! Try us out for a day, a week, or a month, whatever! Long-term is the goal, but if you want short-term to pay off some debt, learn some new skills, or just escape your old routine, that's good too. It's a win-win. Home for lunch to walk the dog? Done. Want to garden? Done. Beekeeping? I know a guy. Dinner and a movie? The big city is just down the road. Need mentorship? Mother duck has your back. Find yourself crying in the shower? Forget that and come to work with friends! Kiss some baby animals! Travel the world! Your tea biscuits are waiting. I'm

waiting. Call me!

Dr Charlotte Williams, Hooves and Paws Box 189, Elrose, Saskatchewan S0L0Z0 Phone: 3063782252 Email: elrosevetservices@sasktel.net

MELVILLE

There are no two days the same in a mixed animal practice. Our team is young, fun and always learning something new. We have a new facility, lots of exciting equipment and all the benefits you could ask for. On call is lite and there is a flexible schedule available to you. Come and practice the best medicine on a wide range of animals. Need more info? Contact us at 306-728-2633 or ahcmelville@gmail.com

MOOSOMIN

Valleyflats Veterinary Services of Moosomin, SK is looking for a full time Veterinarian to join our busy mixed practice in Southeast Saskatchewan. We are a thriving, progressive, well equipped large and small animal hospital and ambulatory practice. We currently employ 4 Veterinarians with an excellent full team of experienced AHTs and support staff. Our large and small animal facilities have been designed to function smoothly and allow excellent care of hospitalized cases. The practice is very well equipped for both in clinic and ambulatory large and small animal.

Moosomin is a progressive community located along the Trans-Canada highway just 2.5 hours east of Regina, SK and 1.5 hours west of Brandon, MB. Moosomin is a thriving rural centre offering all services and amenities with many new restaurants and hotels, a new recreation centre and a new hospital. We are within minutes of the scenic Pipestone and Qu'Appelle Valleys; offering golf, hunting, fishing, hiking, camping, ATVing, and the beautiful Moosomin Lake resort - so if you enjoy the outdoors, there are endless recreation opportunities here!

This position requires a genuine, energetic, outgoing individual who is interested in a truly mixed animal practice. The practice is approximately 65% large and farm animal with a strong beef and equine clientele, and 35% small animal. Partnership/ownership possibilities exist. We offer above average remuneration, comprehensive benefits package, paid licensing fees, CE allowance and employee discounts.

This is a great opportunity for a rewarding career in a rural community which combines most of the amenities of a larger center with a friendly small town rural lifestyle. For more information or to apply please contact Dr Rebecca Gervin at valleyflats@sasktel.net. We look forward to hearing from you!

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 S0C 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

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

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

For additional information about our hospital, please visit our website at www.careportanimalhospital.com or check us out on Facebook. We look forward to you joining our team! To apply, please send a resume and cover letter to Nicole Jones, 4645 Rae Street, Regina, Saskatchewan, S4S 6K6, or by email: operations.aah@sasktel.net.

REGINA

Ministry of Agriculture Livestock Animal Health Unit is seeking a strategic and innovative leader to provide leadership and direction to a team of animal and food safety specialists, inspectors and support staff in the delivery of new or existing regulatory programs for Game Farming and Domestic Meat Inspection. Competition AGR000568. <http://careers.gov.sk.ca/>

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

CLASSIFIED ADS

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.

SASKATOON

Stonebridge Veterinary Hospital is looking for a veterinarian to join its team of veterinary care givers. The hospital is excellently equipped to handle all routine medical, surgical, and dental cases. The applicant must possess good leadership qualities, be a team player, able to work independently and be dependable. Those that require mentoring will be considered also. Please send all resumes to stonebridgevets2@sasktel.net. Telephone: 306 244 2815. Fax: 306 244 2817

SASKATOON

VCA Canada Central Animal Hospital is hiring a FT Veterinarian. We are a leading edge, progressive companion animal veterinary practice with 4 full time veterinarians and a large tech support staff. 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. We are seeking an experienced Associate Veterinarian to join our team. 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, 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

The Western College of Veterinary Medicine is offering a permanent, full-time, clinical appointment in anesthesia commencing January 1, 2019. Candidates will be assigned to clinical duty in anesthesia and will participate in case management of large and small animals, and supervision of final year veterinary students during clinical rotations. The successful candidate will not be expected to participate in didactic teaching but may be required to participate in laboratory instruction of second and third year veterinary students. There is an allotment of twenty days of vacation. After-hours duties will be shared with residents and other clinicians in the anesthesia section on a shiftwork basis.

Dr. Cindy Shmon, Head, Department of Small Animal Clinical Sciences, Western College of Veterinary Medicine, University of Saskatchewan Fax: (306) 966-7174 Telephone: (306) 966-7086 cindy.shmon@usask.ca

SASKATOON

Research Veterinarian: The Vaccine and Infectious Disease Organization - International Vaccine Centre (VIDO-InterVac), a research organization at the University of Saskatchewan in Saskatoon, Canada, is seeking a Clinical Veterinarian for its clinical research group. The clinical research group is responsible for the care of all animals used in experimental research. This includes work with small and large animal species in containment level 2 and level 3. The group works

closely with scientists at VIDO-InterVac to help understand infectious diseases of humans and animals and to develop effective strategies for improving human and animal health. Inquiries regarding this job posting can be submitted to Raf Jamil, Associate Director Human Resources at raf.jamil@usask.ca. Visit www.vido.org/careers/current-opportunities for details and/or to apply. Applications will be reviewed on an ongoing basis until suitable candidates are found.

REGINA

Sherwood Animal Clinic. Dr. L. Hanson, Dr. T. Pedersen, Dr. J. Stewart, Dr. S. Becker. Box 3330 Regina, Sask. S4P 3H1. Ph: 306-525-3763 Fax: 306-569-3490

The Sherwood Animal Clinic is currently looking for full time veterinarian to join our team. We are a busy mixed animal practice, focusing on small animal and equine. We have a strong client base, and are able to offer them digital x-ray, dental x-ray, high speed dental unit, tonovet, in-house laboratory, endoscope, ultrasound, power float, IRAP/PRP, and fresh/frozen equine AI. Although we do the majority of our large animal work in clinic, we do offer a shared vehicle for out of clinic appointments. We approach many of our cases as a team, and offer great mentorship. Any particular areas of interest are welcomed and encouraged. Call is shared between all veterinarians, with on call incentives which can significantly impact earning opportunities. We also offer benefits, CE packages, and annual license fees paid. We feel we are a great team to work with and welcome new veterinarians, or those with more experience! Please call 306-525-3763 or email sacadmin@sasktel.net with any inquiries!

TURTLEFORD

Hardes Veterinary Services is looking for a 4th fulltime vet to join our busy mixed animal practice in Turtleford, SK. Competitive salary and benefits offered as well as a positive and supportive work environment. Preferably looking for a vet with experience in mixed animal practice but will consider new grads.

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

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

WARMAN/ ROSTHERN

Norsask Veterinary Group is seeking a full-time veterinarian to work in our mixed practice. The successful candidate will possess the skills and abilities to work with all domestic animal species. The ability to function successfully in a team environment with multiple other veterinarians and support staff is essential. New graduates would find this practice supportive to developing your career as a veterinarian. We are a multi-veterinarian mixed animal practice operating from two well-equipped clinics in Warman and Rosthern. We strive to maintain a well recognized high level of customer service. We value a team approach to practicing quality veterinary medicine in a friendly atmosphere while maintaining a healthy work-life balance for all team members. We offer a competitive compensation pack-

age, group benefits plan, practice vehicle, continuing education allowance, and the advantage of living and working close to all the amenities of Saskatoon. Check us out online at www.norsaskvetgroup.com If you would like to discuss the possibilities of this position further, please contact Dr. John Ayres at 306-232-7898 or email j.ayres@norsaskvetgroup.com.

VETERINARY 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 xray unit, two ultrasound units in-house Abaxis lab, and dental cart. We are closed on Saturdays and Sundays for work-life balance. Starting date will be January 1st of 2018 but this is negotiable. Memberships and CE are fully paid. Our staff benefit package includes group health insurance, dental benefits, staff discounts, and uniform allowance. Applicants must have graduated from a vet tech program and passed the VTNE. Send resume to elrosevetservices@sasktel.net or fax to Hooves & Paws Vet Clinic at 306-378-2304.

ESTERHAZY

Twin Valley VHS would like to hire a professional, punctual, and upbeat Technologist who excels at taking initiative, has a strong work ethic, great people skills, and a sense of humor to add to our team. We operate a busy mixed animal practice that values optimum care, efficiency and dedication. We pride ourselves on our ability to communicate and educate clients in an individualized manner.

We have a fully equipped and up to date hospital. You will use your technical skills in the common species as well as bison, poultry, caprine, ovine, and exotics. You will have the opportunity to develop new skills.

Employees are offered paid SAVT dues, uniform allowance, group health benefits, CE, subsidized pet care. NEW grads are welcome.

Esterhazy is excellent area to grow a family with job opportunities for significant others. We are located 50 minutes from Yorkton, 2 hours from Regina and Brandon and just 6 miles south is the beautiful Qu'Appelle Valley. If your interests lie in camping, fishing or hiking, this is your place. Esterhazy has many recreational hobbies to offer as well. The right candidate could have potential career advancement into management. Please submit a cover letter, a resume and three references to twinvalleyvet@sasktel.net

MARTENSVILLE

Are you looking for an exciting job that utilizes your skills and rewards your hard work and dedication? Martensville Veterinary Hospital, located ten minutes outside of Saskatoon, is now interviewing applicants for a full time registered VT/AHT. Our clinic is a privately owned AAHA and AAEP Feline Friendly certified small animal practice with strong community ties.

Come see what it's like to work in a practice where you can use all your technical skills, work in a supportive team environment, and enjoy paid continuing education opportunities. We also offer paid SAVT dues, uniform allowance, group health/dental benefits, discounted employee pet products and services and profit sharing. Please email your resume and cover letter to

Kate Dean at mvh@myvethosp.ca.

MOOSE JAW

Busy mixed animal practice seeking a licenced RVT/AHT to join our team of 8 veterinarians and 5 RVTs. Duties will be primarily in-clinic focusing on anesthesia, lab work, radiology, and dentals. However, there are seasonal opportunities to go out on farm. The successful candidate will be outgoing, hard-working and confident. We offer paid association fees, CE allowance and health benefits. If you are interested in joining our team, please forward your resume to the attention of Dr. Ram Changar E-mail: myvet@mjanimalclinic.com.

MOOSSOMIN

We are looking for a Registered Veterinary Technician to join our team at Valleyflats Veterinary Services in Moosomin, SK. This is a full time position but could also be negotiated as a part time position to suit your needs.

We are a mixed animal practice located in South East Saskatchewan. Moosomin is a friendly, progressive community with all services and amenities. The area also offers a very wide range of recreational activities including an exceptional golf course, hunting and fishing, and a lake within a few minutes' drive. Our modern, fast paced, privately owned practice is well equipped with top of the line Idexx lab equipment, pulse oximeters, blood pressure monitoring, small animal dental equipment, portable and equine radiology equipment, ultrasound and much more. Our clinic has a large, well established beef practice including cow/calf, feedlot, and export testing. We also have a strong, loyal equine clientele and the small animal portion of the practice is continually growing.

We want you to put your technician skills and training to use! We are looking for individuals who are confident, competent, compassionate, have common sense, enjoy challenges, have a positive attitude and genuinely enjoy working with people and animals. We offer above average remuneration, full benefits package, staff discounts, and paid CE/licensing. New graduates are encouraged to apply. If interested, please contact us at: valleyflats@sasktel.net or Box 1380 Moosomin, SK S0G 3N0 (306)435-3979

SASKATOON

Stonebridge Veterinary Hospital is searching for a Registered Veterinary Technician to join their team of dedicated professionals. The hospital is a busy small animal practice that is fully equipped to handle all routine and minor emergency medical, surgical, and dental cases. The candidate should be dependable, have strong initiative, and have strong interpersonal skills. Experience within a small animal setting is considered an asset, however new graduates are encouraged to apply. Please send all resumes to stonebridgevets2@sasktel.net

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.cpv@gmail.com.

PRACTICE FOR SALE

YORKTON

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

1) Abaxis VetScan HM5C (CBC) machine. New in March 2016; Value approximately \$47,600; Sale for assumption of Lease \$793.80/mo. Includes 24 rotors/mo. (2) Dental X-ray tube. (3) Idexx I-Vision CR system c/w Access (x-ray) for assumption of lease: \$695.00/mo. Lease ends October 31, 2021. Contact brianwgibbs@hotmail.com.

SUPPLIES 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 FUNDING 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, Propofol, surgical and exam gloves, tape, alcohol, catheters, Hibitane, disposable drapes, disposable surgical gowns, peel packs, gauze, Ziploc bags. Please contact Dr Lesley Sawa at 306.525.5244 if you have items to donate. Thank you!

on campus at the wcvm

Gracyn Johnson, 2020



Happy New Year Everyone! Students certainly enjoyed their December break and we are now back into the swing of classes and rotations, additionally keeping busy with many events and opportunities the new year has brought.

Shortly before the break, the SCVMA hosted a Student Leadership workshop facilitated by Dr Rick De Bowes from Washington State University. This workshop provided an interactive leadership experience for students in attendance, with the goal of helping prepare us for the experiences and challenges we will face after graduation. This workshop was a very unique opportunity for students, allowing us to further leadership skills that will be applicable to our careers!

In early January, the third year class hosted their Happy Hour and Winter formal event with an "Oscars" theme this year. This event was open to students, faculty, clinicians and residents/interns. This welcome back event was well executed and thoroughly enjoyed by everyone!

January was a very busy month, containing numerous conferences and symposiums open for students to attend. The WCABP conference was held in Saskatoon this year with numerous students from the WCVM in attendance. I and others attended this conference in Calgary last year as well, and once again it was incredibly educational and provided unique networking opportunities with both students and veterinarians. The Friday evening reception was very well received as it provided opportunities to mingle with veterinarians and alumni, also serving as a summer job employment front.

The students of the CVMA held their annual symposium in January, hosted by the University of Montreal Veterinary College in Quebec. This symposium is open to students from all Canadian veterinary colleges and is heavily student organized and executed. Numerous WCVM students were in attendance, bringing back incredible experiences and positive feedback from the wet labs, lectures, and student receptions. Similarly, Winnipeg hosted the CenCan Veterinary Conference this year in early February that attracted third year students to attend and take advantage of the unique program and speakers.

As some people may be aware, CUPE members of the university are facing a potential strike. A strike would affect our college heavily in numerous aspects and would result in a very stressful situation at the WCVM. We are hoping that an agreement can be negotiated in a timely fashion, negating the risk of a strike.

Currently, students are planning for upcoming events such as Equine Education day which will be hosted by the WCVM in early March. This event encourages students to volunteer and engage in demonstrations and share their knowledge with those in attendance. We have also formed our Mental Health Month committee, which is led by the WCVM student association. It consists of students dedicated to providing mental health support, awareness and resources to fellow students. Those involved will plan and organize events and activities throughout March in order to enrich the lives of students and staff at the college.



MEMBERSHIP CHANGES

VETERINARIANS

GENERAL

WILLIAMS, Megan Oct 25

SHORT TERM TO GENERAL

BAUER, Bianca Jan 1
EYFORD, Kelly D. Jan 1
HAMILTON, Amber N. Jan 1
HAVER-VEIKLE, Victoria Ann Jan 1
PODBOROCHYNSKI, Rachel Jan 1
REILLY, Moira Jan 1

T-LIMITED SHORT TERM TO GENERAL

REILLY, Moira Jan 1

EDUCATIONAL TO GENERAL..

FAN, Vivian Jan 1

SABBATICAL TO GENERAL

ALLEN, Anne F. Jan 1
LEE, Julia K. Jan 1

T-GENERAL

CLARKE, Erin Nov 1

EDUCATIONAL TO LIMITED GENERAL

MCDERMOTT, Fergal Dec 11

GENERAL TO SHORT TERM

BARNES, Ian 90 day, Jan 1
CUTTS, Kyla M. 60 day, Jan 1
DRESSELL, Tannis 60 day, Jan 1
ERICKSON, Dorothy E. 60 day, Jan 1
GRIEBEL, Elizabeth A. 30 day, Jan 1
GRUEN, Shannon 30 day, Jan 1
JOHNSTON, Jennifer L. 90 day, Jan 1
JUST, Arlene P. 30 day, Jan 1
MCINNES, Laura Joan 90 day, Jan 1
ROSENGREN, Leigh B. 30 day, Jan 1
STIRTON, Sara J.L. 30 day, Jan 1

EDUCATIONAL TO SHORT TERM

JONES, Teela 30 day, Jan 1
PERDRIZET, Ursula 30 day, Jan 1

T-SHORT TERM

GUSTAFSON, Nancy 30 day, Jan 7
JELOVIC, Stipe Dec 10 – 14
KERR, Carolyn 30 day, Dec 31
..... 30 day, Jan 1
OLSEN, Catherine 30 day, Jan 1
ROTH, Keliesha 30 day, Jan 1

LIFE PRACTISING TO

LIFE PRACTISING SHORT TERM

JACKSON, Marion L. 30 day, Jan 1
JACOBSON, Mark E. 60 day, Jan 1
WYAND, Don W. 30 day, Jan 1

LIMITED GENERAL TO LIMITED SHORT TERM

MYK, Marcin 30 day, Jan 1

T-LIMITED SHORT TERM

GRIFFENHAGEN, Gregg 30 day, Oct 29
SCHUBOTZ, Roland 30 day, Nov 5

T-EDUCATIONAL

JELOVIC, Stipe Dec 10 – 14

LIFE PRACTISING TO LIFE NON-PRACTISING

GRAHAM, Gregory R. Jan 1
WYAND, Don W. Jan 1

LIFE PRACTISING SHORT TERM TO LIFE NON-PRACTISING

ASHBURNER, J. Sue Jan 1
SHANTZ, Neil S. Jan 1

GENERAL TO SABBATICAL

BUGG, Michael Jan 1
LEIS, Marina Jan 1
WAUER, Samuel V. Jan 1

GENERAL TO SOCIAL

HILL, Bruce W. Jan 1
HLADY, Randolph R. Jan 1
WARD, Rosemary L. Jan 1
WOJNAROWICZ, Chris Jan 1

RESIGNED

AMMONIUS, Mina Dec 31
CHEGIREDDY, Chinna Thirumal Dec 31
DAYMAN, Krista Dec 31
DE OLIVEIRA COSTA, Matheus Dec 31
FRICKE, Jenny Dec 31
GAVICHERLA, Balramakrishna Dec 31
GIBBONS, Melanie Dec 31
HARASEN, Karen I. Dec 31
HAY, Jennifer Dec 31
HUSSEIN, Hayam Oct 29
INWOOD, Georgina Dec 7
KUTRYK, Natasha Dec 31
MAGRATH, Dawn Dec 31
NOVAKOVIC, Predrag Dec 31
PARSONS, Elsie-Dawn Dec 31
PENDSE, Swapna Oct 23
POHLER, Lani May 1
ROBERTS, Kristen Dec 31
SALPETER, Elyse Jul 1
SAMARAWICKRAMA, Hewa Dec 31
SIMS, Ruth Dec 31
SMITH, Brittany Dec 31
STEINACHER, Shelly Dec 31
TONN, Vanessa Dec 31
YAROKHNO, Yaroslav Dec 31
WILLIAMS, Megan Dec 31

DECEASED

RIDDELL, Craigmyle Nov 18

VETERINARY TECHNOLOGISTS

ACTIVE

Fitzpatrick, Jane Oct 24
April, Sharlene Nov 27
Ferguson, Don Jan 8

PROVISIONAL TO ACTIVE

Herter, Keanna Jan 3
Stack, Aspen Jan 15

ACTIVE TO SOCIAL

Johnston, Rebecca Jan 8
Hordenchuk, Sandy Jan 10

STUDENT

Nabozniak, Jessica Dec 10

RESIGNED

North, Ryanne Nov 25
Ellison, Megan Dec 3
Hilash, Jenna Dec 5
Heinitz, Kendra Dec 5
Buitenhuis, Joanne Dec 5
Little, Janelle Dec 7
D'Amour, Janelle Dec 7
Hicks, Donna-Marie Dec 9
Bouma, Rachel Dec 12
Boyer, Leona Dec 13
Ritchie, Brock Dec 13
Baker, Vanessa Dec 13
Harrington, Cheryl Dec 14
Cuzner, Lauren Dec 18
Allen, Shelby Dec 19
Simpson, Jamie Jan 2
Goucher, Kathleen Jan 4
Gagne, Kearstin Jan 5
Flynn, Wanda Jan 7
Sereda, Lindsay Jan 10

DEATHS

Hudson, Kari Oct 23

NAME CHANGES

Setter, Carly to
McArthur, Carly Jan 3

Dillistone, Kimberly to

Young, Kimberly Jan 3

Boyd, Randi to L

aCharity, Randi Jan 3

Underwood, Sarah to

Richaud, Sarah Jan 15



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For further information on the above services contact Customer Service
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Canine Influenza: outbreaks,
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DR MIKE WILLARD

GI in Depth: ulcers, erosions, chronic
small bowel disease, protein losing
enteropathies, chronic large bowel
diarrhea, chronic liver disease.

DR GREG HARASEN

Orthopedics: 15 Years on VIN,
feline orthopedics.

DR DANIELLE ZWUESTE

Neurology: neurological emergencies,
the neurological exam revisited.

LARGE ANIMAL

DR CHRIS SANCHEZ

Equine pain management, equine
GI syndrome, critical care of equine
neonates.

DR LAURA SOLANO

Bovine podiatry

MURRAY FEIST

New bovine feedstuffs,
bovine feed disasters.

DR KATE ROBINSON

Equine podiatry

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