

SVM NEWS



SASKATCHEWAN
VETERINARY MEDICAL
ASSOCIATION
FEBRUARY 2020
VOLUME 55, ISSUE 1



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YOU DON'T HAVE TO
SEE ALL THE PETS

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ANIMAL PROTECTION
AND THE CRUELTY
INVESTIGATION PROCESS

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HOW DO I WRITE
A STANDOUT JOB AD?

Mark Your Calendar and Join Us for Another
Great Conference Weekend on The Beautiful
Downtown Saskatoon Waterfront!

2020

SVMA CONFERENCE, AGM AND TRADE EXPO

SEPT 10-13, 2020

SHERATON CAVALIER HOTEL SASKATOON

**OUR 2020
KEYNOTE SPEAKER:**



ANDY ROARK DVM, MSc

Driving change in your practice; Diffusing the angry client; Working with the cash-strapped client. Plenary, large and small animal sessions (7 hrs)

33 RACE-approved CE hours:
19 hours per registrant plus
4 hours for each wet lab.

OUR 2020 SPEAKERS:

KEELAN LEWIS DVM
Recruiting, onboarding and retaining veterinary associates (2 hrs)

HOWARD SEIM DVM, DACVS
Small animal surgeries (7 hrs)

DANE TATARNIUK DVM, MS, DACVS-LA
Equine wound therapy; Diagnostic blocks (3 hrs)

LOIC LEGENDRE DVM, FAVD, DAVDC, EVDC
Small animal dental: Flaps; Luxators; Difficult extractions (3 hrs)

MICHAEL PESATO DVM, DAVBP (Food Animal)
Top 10 small ruminant problems/diseases (3 hrs)

JENNIFER LOEWEN DVM, DACVECC
Small animal critical care (2 hrs)

SVMA Annual General Meeting,
Welcome Reception, Trade Expo,
Annual Awards Banquet,
and so much more!

BRUCE WOBESER DVM, MVetSc, PhD, DACVP
Zebras of pathology; New developments (2 hrs)

JOHN CAMPBELL DVM
Interesting disease investigation cases (2 hrs)

TRENT WENNEKAMP DVM
Bovine respiratory (1 h)

ANATOLIY TROKHIMCHUK DVM, MSc, MBA
Antimicrobial resistance research (1 h)

WET LABS

FRITZ SCHUMANN MVetSc, BVSc
LA: Getting the most out of a post-mortem (4 hrs)

CANDACE LOWE DVM, MVetSc, DAVDC
CA: Canine dental extractions (4 hrs)

Registration opens July 1, 2020.

Visit svma.sk.ca for details.

SEE YOU IN SEPTEMBER!

SVMA NEWS is a publication of:

SASKATCHEWAN VETERINARY MEDICAL ASSOCIATION

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SVMA MISSION

The Saskatchewan Veterinary Medical Association (SVMA) is an organization which brings together the two main functions of regulator and advocate for the veterinary profession in Saskatchewan.

As the regulator of the veterinary profession in Saskatchewan, SVMA is dedicated to the protection of the public by ensuring the proficiency, competency and ethical behavior of its members in the practice of veterinary medicine. We regulate our own profession through the licensing of veterinarians, registration of veterinary technologists, inspection of practices and disciplining of members as required.

As the advocate for the veterinary profession in Saskatchewan, the Association promotes veterinary professionals and veterinary medicine. We support the physical, personal, financial and professional well-being of our members through continuing education, public outreach and education and member programs and services.

THE SVMA BELIEVES IN

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

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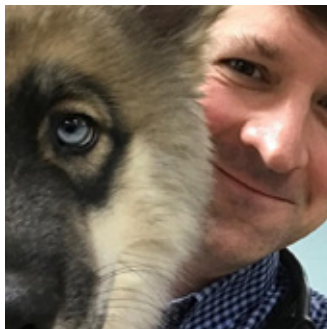
	Single	4 issues
Outside back cover	\$1200	\$4400
Inside front/back cover	\$1100	\$4000
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ISSUE	DEADLINE
February	Jan 6
May	April 6
August	July 6
November	Oct 5

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PRESIDENT'S PERSPECTIVE



Kent Weir, DVM

I wish someone had told me that the first quarter of being the SVMA president would involve so many meetings! (Okay, maybe they did.) I have been jetting around Western Canada to meet with a lot of the other Veterinary Medical Associations in the west. It has been a great experience and I am reminded that the people who are in these roles have dedicated a lot of time and effort to keeping this profession as amazing as it is.

The thing that really strikes me is that we are in what some are calling a crisis situation with the shortage of veterinary professionals. All of the western provinces are desperately in search of veterinarians and veterinary technologists. The provinces have all stated they could use more seats at the WCVM but when it comes to funding, we come up against a wall. The story is the same in all the provinces: discussions with the Ministries of Agriculture are positive, but their hands are tied. The Ministry of Advanced Education has control over WCVM funding, but unfortunately the cries for help have fallen on deaf ears. The CVMA Society of British Columbia Veterinarians is calling the lack of veterinarians in their province a crisis - and I feel we are approaching the same situation here.

Since my time as president started, the main question or phone call I get from the membership regards the shortage of veterinarians here in Saskatchewan.

Veterinarians are stressed out from being understaffed and overworked. I hear some of the younger veterinarians talking about switching careers, and some of the middle to later stage veterinarians are talking about closing their doors or reducing the range of services they provide.

As someone who is passionate about our profession and incredibly proud of what we do, this is hard to hear and saddens me that we are losing some really amazing veterinary professionals over something that seems like it should be fixable. The Association hears from veterinarians frequently describing how tired and overworked they are and how they have to either close their doors to get some much needed rest, or run classified ads for months or years in order to hire an additional veterinarian. In many communities, both rural and urban, pet owners wait one to two weeks for a non-urgent appointment simply because there are not enough veterinarians to care for their animals.

The SVMA has been extremely active in trying to increase the number of veterinary professionals in Saskatchewan. Dr Victor Kernaleguen and Council were very vocal with the Provincial Ministers of Agriculture and Advanced Education with regard to increasing the number of seats Saskatchewan occupies at the WCVM. There were several meetings in person and by "pen" but the end result was the same: Minister of Advanced Education Tina Beaudry-Mellor is immovable on this subject. We continue to be in conversation with the Minister and are hopeful that in this election year we may gain more traction. We encourage you to continue conversations with your local MLAs.

SVMA has instituted new processes to enable graduates from non-accredited veterinary schools a route to obtaining limited licensure to work in our province. The Program for the Assessment of Veterinary Education Equivalence (or PAVE®) is the pathway for veterinarians who are graduates of international, non-accredited

veterinary programs to practice in the United States and Canada.

Council has explored the potential of having veterinary professionals added to the "In Demand" workers list in Saskatchewan (currently they are excluded). Council has also opened up applications for our Summer Preceptorship Program to students from all provinces in hopes of attracting students to connect with Saskatchewan and then plan to stay around.

Council is open to any other suggestions you the members may have with regard to training, attracting and maintaining veterinarians in Saskatchewan. Are there any of you who didn't imagine working in Saskatchewan? What attracted you to staying in this wonderful province? (I struggle writing that as I just froze all day while I was outside beside a chute.)

I personally think that the people of this province and the lifestyle are what keep me here. I am still regularly blown away by the amazing clients we work with on a daily basis. How full of goodies was your staff room table over the holidays? What about the number of times you've been invited in to share a meal with a client after preg checking or a C-section on farm, and (the one that really gets me) how many weddings have you been invited to that are directly a result of your relationship with them through the clinic? I know that doesn't happen in the big metropolises!

Saskatchewan really does have a lot to offer and I for one don't see myself practising anywhere else (okay you caught me, I live on the border so I do practice in Alberta as well). Let's get creative! Let's attract and keep veterinarians in this wonderful province! Hire a summer vet student, mentor a high school student, or do something in your local 4H Club or schools to promote this amazing profession we are part of!

This is too important a profession to let slide and we aren't giving up. SVMA Council has pride in what we do, and I know all our members do as well. 🐾

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.

REGISTRAR'S DESK



Marc Cattet, DVM
mcattet@svma.sk.ca

With this article, I would like to address the first of two operational complaints that I've heard from members on several occasions since taking on the role of registrar in March 2019. This complaint has been voiced in various ways but always concerns the Association's use of lawyers, including the perception that their use diminishes our standing as a self-regulated profession, and the cost of legal services to the Saskatchewan Veterinary Medical Association (SVMA). I will address the second frequent operational complaint, the high cost of SVMA membership, in a future issue of the newsletter.

Presently, the SVMA has two lawyers who help us on a regular basis (i.e., 1-3 times per month) to address general legal questions for the Association and to ensure the complaints process is carried out in a manner that is fair to both the complainant and the alleged member while also complying with the process as described in *The Veterinarians Act, 1987* and the SVMA Bylaws. Mr Nicholas Stooshinoff, QC, has served as legal counsel for the Professional Conduct Committee (PCC) since 1996. In this capacity, Mr Stooshinoff addresses legal questions that may arise during the review or investigation of a complaint, assists in the preparation of negotiated settlements (also called plea agreements) between the PCC and investi-

gated member and, if required, represents the PCC in prosecuting complaints cases. Our other lawyer, Mr Mark Vanstone, has served as legal counsel for the Discipline Committee (DC) since 2018. In this capacity, Mr Vanstone serves as an assessor at discipline hearings, advising the DC on questions of law and procedural matters, but not making decisions for the Committee. Both lawyers also participate in a one-day annual training session for members of the PCC and DC and, when needed, provide answers to legal questions that cannot be answered by the Registrar.

In recent years, the SVMA has also relied to a lesser extent on the services of two other lawyers, Mr Bryan Salte, QC, and Mr Chris Masich. As a recognized authority on administrative law¹, Mr Salte has been invaluable in educating members of the PCC and DC at their annual training session. He has also stepped out of his role as a lawyer to serve as parliamentarian at our Annual General Meeting for the past 2 years. Mr Masich assisted us in 2018 in overhauling our previously cumbersome bylaws into a more streamlined set with supporting policy documents. And, in 2019, he reviewed and advised Council on proposed amendments to the SVMA Bylaws. Without Mr Masich's guidance, the SVMA would run the risk of having its bylaws gradually disengage from its overarching legislation, *The Veterinarians Act, 1987*, which would be untenable for a self-regulated profession.

It is with the support of lawyers that we, as veterinary professionals in Saskatchewan, can effectively regulate ourselves in a manner that ensures the public's right to safe, competent and ethical veterinary care is protected. Contrary to the view expressed by some, we are not regulated by lawyers. We regulate ourselves, but we rely on their knowledge, experience, and advice to ensure we self-regulate in accordance with current legislation.

Although lawyers are essential to our well-being as a self-regulated profession, there is no denying that legal support comes at a cost which may be significant at times. Nonetheless, we (Council, PCC,

DC, and Registrar) strive to be judicious in our reliance on lawyers by doing our own research on legal matters whenever possible. And, in situations when legal support is necessary, by keeping our phone and email communications focused and by ensuring we're organized and ready for in-person or video-conference meetings.

Of course, there may be other ways of reducing the costs of legal support. For example, hiring a Registrar who has also been trained as a lawyer, as has been done by the College of Veterinarians of British Columbia and the Manitoba Veterinary Medical Association, may be one way. Similarly, appointing retired lawyers or judges to serve on the Professional Conduct or Discipline Committees may be another way to reduce costs.

Still, such cost-saving measures may not be warranted at this time given that our annual legal fees, outside of the complaints process, are generally small (\$1,500 to \$4,000 per year) when compared to fees paid for other regular services, including Information Technology support (approximately \$11,000 per year) and accounting services (approximately \$9,500 per year). As for legal fees arising from the complaints process, these vary greatly from one year to the next, but typically account for 80% of the annual overall cost of the complaints process with no evidence of any upward trend over the past 11 years. It is because costs to operate the complaints process are impossible to predict from year to year that the SVMA set up a Legal Fund that is managed independent of the General Fund, the latter which is used for all other operational expenses.

I hope this article helps to clarify how and why the SVMA relies on services provided by lawyers and puts to rest any concerns about rising legal costs. However, if questions or concerns remain, don't hesitate to contact me by phone at 306-955-7863 or by email at mcattet@svma.sk.ca. 🐾

¹ Administrative law is one of three basic areas of public law dealing with the relationship between government (or a delegated administrative authority, such as the SVMA) and its citizens, the other two being constitutional law and criminal law.

You Don't Have to See All the Pets



ANDY ROARK, DVM MS
<https://drandyroark.com/>

One of my most crushing failures as a vet came one Friday when I was scheduled to work at a tiny satellite clinic with only a single young veterinary technician. It was my first year in practice and I dreamed of being a great doctor to patients, a great champion for staff, and a great investment for the people who hired me. I was going to do it all, and make it fun and easy for those around me.

The satellite clinic was attached to a large boarding facility, and on the Friday in question I found myself and my technician caught in a perfect storm of appointments, procedures, walk-ins, boarding pets that needed wellness updates, and the first local canine influenza outbreak.

As the work piled up, I did what most veterinarians do. I put my head down and sailed into the storm. "Just get it done," I thought.

When lunch came, I asked my technician if she was ready to take a break. She looked at the pile of work we had and said she'd rather work through lunch to get out on time. In my naivety and inexperience, I agreed.

We did not get out on time. We worked well past closing and into the night. We



worked hard; nearly frantically at some points. When it was done, I was hangry and tired. My tech was silent. Both of our Friday nights were shot.

The next day though, I was pleased with the amount of work we'd done. I thought I'd showed grit in pushing us on, and I was proud of my technician and how we'd pulled together to get it all done.

On Monday, my technician, with another technician for moral support, went to my bosses to complain about working with me. She said the work didn't stop and there were no breaks and we didn't go home until hours after closing and it was terrible.

I was devastated. Being a good person to work with and work for is my highest aspiration. Pleasing the practice owners who had given me my first job was also right at the top of my priority list. And worst of all, I was KILLING myself working hard just to be chewed out. I was truly hurt and resentful.

Fortunately, time and experience have a way of changing our perspective. The truth is, my technician was right to complain. If I hadn't been the one in charge, I would have complained. That awful Friday taught me a painful lesson, one I'm reminded of from time to time, and one so many of my colleagues have learned at some point, too. At least I know I'm not alone.

Right now, veterinary clinics across the country are struggling to hire doctors and support staff that they desperately need. The work is pouring in and the "help wanted" ads go unanswered. In many of these practices that face more work than

they can accomplish in a day (emergencies on top of walk-ins on top of appointments), the approach set by management is the one I employed all those years ago: "just get it done." It's the default solution whenever there's not a conscious effort to stop and figure out a better, more sustainable one. Work comes in, so we do it. We do it all.

Don't get me wrong here, some days, putting our heads down and powering through the workload is the only possible way to approach the chaos. Sometimes this is even the best solution for a string of rough days or even a couple of weeks at a time. But this has to be the exception, not the rule. It's no way to live, and there will be consequences if we try.

The hard truth that many of us do not want to accept is that we have limits. There is an optimal workload that our practice, with its current staff, can handle that will allow us to feel very busy, but not distressed — that might make us tired, even exhausted, but not depressed. If we exceed this workload, stress levels increase, the quality of care we provide decreases, and the client experience suffers.

When you're swamped to the point that you feel constantly pressured to skip your lunch or breaks, you throw medications at patients because you don't have time

to work them up. You walk into every appointment knowing the pet owner has waited a half hour past her appointment time to see you. And worst of all, you wake up knowing it's going to be that way again today, tomorrow, next week, and for as many months as you can imagine.

So, what are the alternatives to working ourselves to death? That's easy: accept that we are overwhelmed and manage to our optimal capacity.

"But clients will leave!" practice owners scream. "We won't be able to pay our bills!" they moan. "I need to see those cases to pay my student debt!" the vets shout.

If you can't support a 3-doctor practice seeing a reasonable 3-doctor case load, then you have a flaw in your business model. Period. If your business depends on people working an unreasonable amount, then your business is destined to fail. The employees you have are not infinitely stretchable. At some point, they will break or quit. (And guess what? The best people leave first because they have the most opportunities elsewhere.)

If my original scenario at the satellite clinic presented itself these days, here's what I'd do: I would politely send walk-ins to our main clinic, insist we take breaks, call the main clinic to ask for another technician

to be sent over, and/or leave some of the wellness work on boarding pets to be done the next day (with a heads-up call to the next vet so she would know what was up). I'd remind myself that we always have options. We don't have to take walk-ins after a certain time. We were in a position to stabilize, then transfer, emergencies. We can decline to take new clients just like practices do in human medicine.

Make no mistake, even if I got a do-over, that wouldn't have been "an easy day." We would have worked hard, but we would have had a reasonable load for the two of us to do and do well. Sometimes discretion truly is the better part of valor.

So please remember: you don't have to make the same mistake I did. Figure out what your optimal case load looks like, train your staff on how to schedule so it (or something like it) happens, and charge appropriately for your services. Draw the line, and play for the long term. It's within your power to give your practice the gift of boundaries.

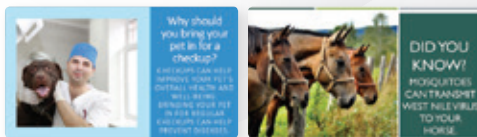
COME SEE ANDY ROARK LIVE IN SASKATOON!

Andy will joining us as keynote speaker at the SVMA Conference Sept 10-13, 2020.

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ANIMAL PROTECTION AND THE CRUELTY INVESTIGATION PROCESS

SVMA Animal Welfare Committee

Part 1: Results of the December 2019 Survey of Feelings about Reporting Suspected Animal Cruelty

When The Animal Protection Act (The Act) was updated in 2018, it became law in Saskatchewan that veterinarians are required to notify an animal protection agency if they suspect animal cruelty has occurred or is occurring.

Over a year has gone by since reporting suspected cruelty became mandatory. The SVMA Animal Welfare Committee wanted to explore the current atmosphere around the subject of reporting suspected abuse and neglect in Saskatchewan, because there still seems to be some confusion around what exactly 'reporting suspected cruelty' means, and persisting fears of potential negative outcomes for veterinarians who do so. This survey was open to anyone working in the Saskatchewan veterinary community.

Questions covered three main areas:

A. Demographics of respondents

B. Feelings about reporting

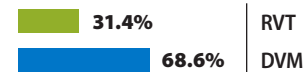
C. Knowledge about the reporting process in Saskatchewan

The survey was open between November 18 and December 31, 2019. There were 121 responses from 38 RVTs and 83 DVMs. Those response levels indicate the survey was answered by just over 10% of Saskatchewan veterinarians and just under 10% of Saskatchewan RVTs.

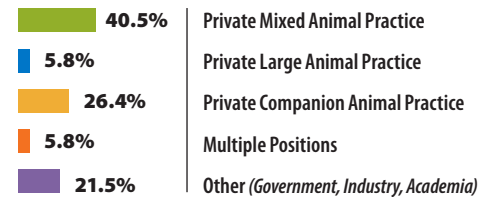
Here are the results:

A. DEMOGRAPHICS

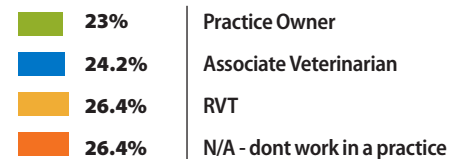
1. What is your professional designation?



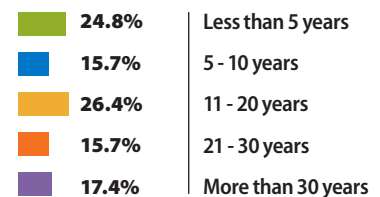
2. Where did/do you work?



3. If you work in a practice, what is your position?

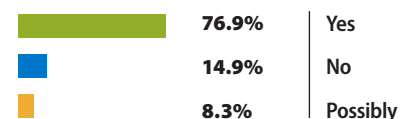


4. How long have you worked (if retired, how long did you work) in your animal health related career?

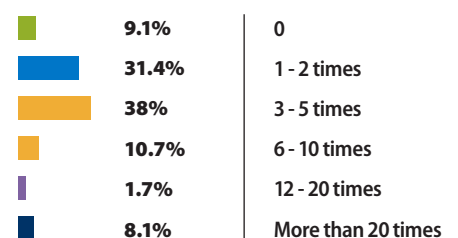


B. FEELINGS ABOUT REPORTING

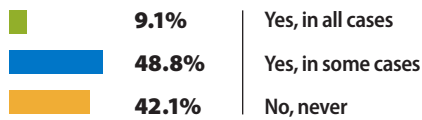
5. Have you ever encountered a case of suspected animal cruelty in your career?



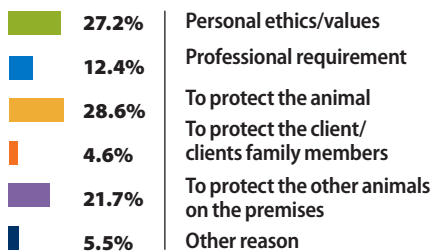
6. How many times?



7. Have you ever reported your suspicion to Animal Protection Services of Saskatchewan (formerly Saskatchewan SPCA), other animal protection agency or the police?

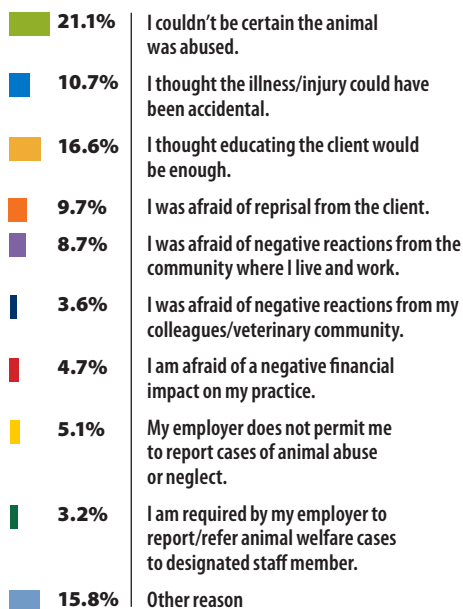


8. When you reported, what were your reasons for doing so?



Other reasons included either specific examples of the five choices offered or indication that a report had never been made.

9. When you did not report your suspicion, can you tell us why? See next page for an in-depth look at your reasons for not reporting



10. Before taking this survey, did you know that reporting suspected animal cruelty is now mandatory for veterinarians in Saskatchewan?



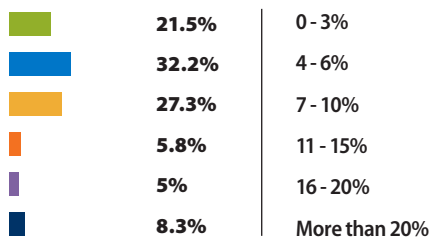
11. Do you feel confident you understand the investigation process that is activated when a report of suspicion is made?



C. KNOWLEDGE ABOUT THE REPORTING PROCESS IN SASKATCHEWAN

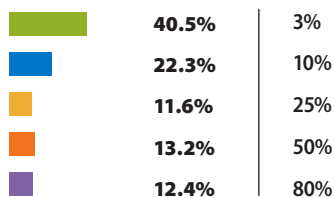
These questions were asked to find out what the general level of knowledge is around the investigation process that is activated when a report of suspected abuse is made. We didn't expect people to know statistics, rather we wanted to see what people believe is true.

12. What percentage of investigated cases do you think results in the seizure of animals?



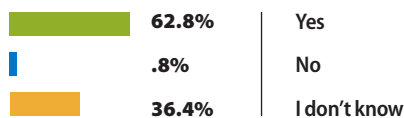
The correct answer is 4 - 6%. Almost half of respondents (47.3%) thought animal seizures occurred more often. The important takeaway here is that animal seizures don't happen anywhere near as often as veterinary professionals think they do.

13. What percentage of owners of animal(s) that have been seized do you think have charges laid against them?



The correct answer is 3%. Although that was the most popular response, over half of respondents (59.5%) thought the numbers of owners who have charges laid were somewhat (or very much) higher. Once again, the true number is much lower than people generally believe.

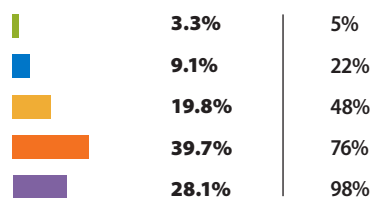
14. In cases where animal surrender is not required, can charges still be laid?



The majority of respondents answered this question correctly. Charges can be laid even if animals are not seized. This can happen if an owner allows distress to occur for a significant period of time but then ultimately takes steps to rectify the

distress. An example would be an owner who took a dog with a broken leg in for veterinary care. The dog was treated and cared for, but the leg had to be amputated because they had left it broken with no veterinary care for three weeks. The fact that they took no steps to do anything for three weeks would make this a scenario where the dog was not seized, but the owner was charged for allowing the dog to remain in obvious distress without adequate veterinary care for three weeks. If a concern is founded, is of a nature that there is a reasonable likelihood of conviction and it is in the public interest to prosecute the individual, the APO will lay charges under the Act. This occurs in approximately 4% of cases.

15. What percentage of investigations do you think are dealt with simply through education, direction and compliance checks to ensure the conditions of concern have been relieved?



The correct answer here is 98%. Are you surprised? The vast majority of respondents thought it was lower.

16. Why should veterinarians not fear repercussions from reporting their suspicion of animal cruelty?



All of the above are true! The mostly even distribution of answers tells us that respondents recognized that.

ADDRESSING YOUR CONCERNS ABOUT REPORTING

QUESTION 9 asked for honest reasons for having chosen not to report past incidents of suspected abuse. Thank you for your honest responses!

There were very clear themes of concern among the answers selected or written in, so we'll go through the themes one by one and provide the facts:

UNCERTAINTY ABOUT WHETHER ABUSE HAS HAPPENED

"I couldn't be certain that the animal had been abused."

"I thought the injury/illness could have been accidental."

"I am new in my position and am not sure what constitutes abuse or neglect."

"The animal was being euthanized. The owners waited to euthanize the animal because they wanted it to die at home. They let the (animal) suffer for weeks. This is not how we "define" animal cruelty, but in my view it was."

"Every animal that comes to me is suffering at some level. Should I report everybody?"

CVMA definitions of Animal abuse include physical abuse (non-accidental injury), sexual abuse, emotional abuse, neglect, and staging animal fights. Physical abuse includes the infliction of injuries or causing unnecessary pain, including inappropriate methods of training. Sexual abuse includes any sexual conduct with animals, which may or may not result in physical injury to the animal. Emotional abuse may include repeated or sustained 'mental violence' including withholding social interactions. Neglect is the failure to provide adequate levels of food, water, shelter, and veterinary care to animals, causing poor physical condition.

Under the Saskatchewan Animal Protection Act 2018, (*The Act*) veterinarians shall report any event that they reasonably believe is a contravention of sections 3 to 6. Section 4 states: That no person responsible for an animal shall cause or permit an animal to be in distress. The definition of distress in *The Act*, and the Animal Care Duties outlined in Section 3 of *The Act*, encompass all of the above understandings by the CVMA of animal cruelty, abuse, and neglect. Veterinarians are not required to believe beyond a reasonable doubt - they only have to have a reasonable belief that an offence

may have or is occurring. Their responsibility is to provide that information to the appropriate authority to investigate whether or not it is an offence.

People may suspect an animal is being mistreated or neglected but aren't sure. In such cases, Animal Protection Services of Saskatchewan (APSS) encourages the person to call them, so they can determine what course of action, if any, is appropriate. If the circumstances involve something outside their mandate, such as animal control or wildlife issues, they will refer the caller to the appropriate agency.

IS CLIENT EDUCATION ENOUGH?

"I thought educating the client would be enough"

"I was sure that educating the client was enough- there was follow up and an improvement in care, so reporting was not required."

"Gave client the opportunity to remedy the neglect or there was already action taken to remedy the situation."

"The owner sought help for the animal."

"I knew that the individual was regularly being 'checked on' by the local SPCA."

In many cases, client education IS enough. In fact, client education is the most common approach to dealing with reported concerns about possible abuse or neglect, but it's up to a trained Animal Protection Officer to determine if further action is appropriate.

Back to the Animal Protection Act: *The Act* prohibits anyone in Saskatchewan from allowing an animal to be in distress. If an Animal Protection Officer (APO) determines the situation does warrant concern, he/she has a number of pathways to choose from depending on the severity of the problem. In all cases, the officer informs the owner about the nature of the problem and advises the corrective action that must be taken. In most cases, this is all that has to happen.

If a concern is founded, the APO will first attempt to work with the owner to relieve the distress and gain compliance. As mentioned above, this occurs with almost 98% of cases. For example, the amount or quality of feed may need to be adjusted or appropriate shelter may need to be provided. Generally, the busiest time of the year for complaints is

People may suspect an animal is being mistreated or neglected but aren't sure. In such cases, the person is encouraged to call APSS, so they can determine what course of action, if any, is appropriate.

from October to April. The change in weather conditions often prompts calls, especially in the fall, when the weather starts turning cold and forage supplies are low, and again in the spring before the grass starts to grow. Animal Protection Services of Saskatchewan receives numerous complaints about inadequate shelter or care regarding companion animals. When this happens, the officer provides educational advice and guidance to the owner.

If an owner is non-compliant, *The Act* provides that they can be issued with a Corrective Action Order to gain compliance within a certain time period. At any time during this process, the APO has the authority to remove an animal and take it into protective custody if they believe on reasonable grounds that the animal is in distress and needs to be removed to relieve it of its distress.

An animal protection agency may already be aware of a problem and may even have an open or ongoing investigation into the matter. However, the suspicion should still be reported as the veterinarian or staff may have additional information that the Animal Protection Officer investigating may not have. It's better to make a call and confirm that the investigator has the information than assume they do, so as to avoid losing important information by allowing it to go unreported or undiscovered by the investigator.

FEAR OF REPRISAL

"I was afraid of reprisal from the client"

"I was afraid of negative reactions from the community where I live and work"

"I was afraid of negative reactions from my colleagues/ veterinary community"

"I am afraid of negative financial impact on my practice"

"I'm afraid I will lose my job or get into trouble from my employers due to the financial impact. The clinic I work at is part of a smaller community and I feel like my employers would be mad and embarrassed if I ever reported one of their beloved clients."

The first step in an investigation is receiving a complaint from a concerned member of

the public, typically through the Animal Protection Services phone line. It is critical those witnessing potential animal neglect or abuse contact Animal Protection Services as this may be the only way the agency can become involved.

If it turns out the complaint is unfounded, the officer informs the owner that there is no problem and leaves the property. Occasionally the owner will ask who made the complaint, but that information remains confidential.

FEELING OR BELIEF YOU ARE NOT PERMITTED TO SPEAK UP

"My employer told me not to report"

"My employer advised me personally that it would be considered to be a breach of contract if I reported animal abuse."

"I am required by my employer to refer all animal welfare cases to my supervisor at the slaughter plant (or at another work location) and am not allowed to report them on my own."

"The organization for which I work (Federal or Provincial) does not permit front line staff to report cases of animal welfare that involve neglect or abuse. We are required to refer these cases to another individual or group within the organization that makes the decision to report, or not report."

"We are not allowed to report cases of animal abuse or neglect to anyone outside of our organization."

The authority of laws supersedes the authority of contracts. Contracts cannot prohibit compliance with legislation.

FEAR THAT THE ENFORCEMENT PROCESS WILL EXPOSE YOUR IDENTITY

"If you are literally the only (other than themselves) other person who could have reported it is not very anonymous. As well I had previous, extremely bad experiences with how the enforcement agency treated clients when another veterinarian reported neglect on multiple occasions."

It is true: there is no guarantee of anonymity within the legislated reporting process.

Under section 26 of *The Act* there is immunity from any action or proceeding against a veterinarian reporting for anything done in good faith, caused or permitted or authorized to be done, attempted to be done or omitted to be done.

Within the court process, the Crown Prosecutor represents the people of Saskatchewan, not the investigating agency. The Prosecutor has a duty to ensure that all available evidence (both for and against the Crown's case) is presented in Court. The role of the Prosecutor excludes any notion of winning or losing, their function is a matter of public duty. Defence Counsel

represents the interests of the accused and their duty is to their client. The Judge is an impartial decision maker who assesses the evidence presented, controls the procedure in the courtroom and interprets the law. If a conviction is entered, the Judge will decide a fit sentence.

During the court process, veterinarians are often called as expert witnesses. An expert witness's responsibility is to the court, not to the animal protection agency that may have hired them to attend on a search warrant or attend to an injured animal. Expert witnesses are expected to give impartial testimony to questions posed by the Court with regard to the area that they have been qualified as an expert in, in most cases, veterinary medicine or a specific area of veterinary medicine. For this reason, you must provide the court with a current copy of your CV.

This process may sound a little scary, until you remember that only 2% of cases result in release of the witness' identity. That should indicate how serious a case must be for that to happen. Hopefully, veterinarians are willing to stand behind having reported their suspicion in such a serious case of animal cruelty. That's why when such a serious case happens, the client may not like it, but the rest of the community typically stands behind the reporting veterinarian.

BELIEF THAT IT IS SOMEONE ELSE'S RESPONSIBILITY TO MAKE THE REPORT

"I was not the primary clinician on the case"

"I'm not the principle person involved"

"I felt if anyone was to report it should be my boss."

A reasonable suspicion of abuse or neglect is all that's needed to warrant a phone call to APSS or appropriate animal protection agency. Anyone may inquire about a concern, which may or may not turn into a report and result in an investigation. Veterinarians in Saskatchewan are required to make that phone call if they have a reasonable belief that an offence has or is happening.

An organization with established lines of reporting may fulfill this professional requirement as long as the person or department the report is made to follows up with APSS or appropriate animal protection agency. RVTs may approach a veterinarian they work with to witness the evidence of the abuse or neglect themselves. Whoever is the witness of the animal in distress must provide a statement to APSS or the appropriate animal protection agency. An RVT or other practice employee who has a veterinarian available to check the situation for themselves is advised to do so. The veterinarian is then responsible to report their concern if they have reason to believe there is one.

FEAR THAT MAKING THE REPORT WOULD PUT A PERSON OR ANIMAL IN DANGER

"I was afraid the person with the animal would be abused (and possibly further abused) if any other authorities aside from me were involved."

"It was an after hours situation in a rural practice with no readily available professional police/animal protection officer/shelter for possible human victims."

"To involve a govt agency is not always the correct answer for the animals or continued mental health of the owner."

Working collaboratively to protect human and animal welfare is common practice for animal protection officers. Unfortunately, it is not commonly understood that in Saskatchewan, animal welfare agencies consistently partner with human health agencies to provide interprofessional intervention and support. This means that teams use complementary roles to work together to serve the needs of animals and human beings in animal welfare situations. This is because best practices require multi-layer interventions that involve many providers to safely and appropriately intervene. A common misconception is that animal protection agencies do not attend to the human side of the issue. In fact, when an animal protection agency becomes involved in cases of this nature, it often is the only door that human health agencies have available to them to be able to access vulnerable people in imminently risky situations.

When faced with a circumstance where a veterinarian perceives human welfare risks as well as animal welfare risks, it is understandable that a vet may worry about whom they should contact and when. For instance, many veterinarians are not aware that outside of the typical 8am-5pm business hours, RCMP officers and police officers can also enforce the Animal Protection Act. This means that there is support available to take these reports around the clock, year round. Furthermore, these agencies are responsible for the safety of the public. If a veterinarian is confronted with a concern for their client or client-family's safety, these agencies are there to help manage health and mental health concerns. If there is concern for the client or other vulnerable person involved (children, elderly, survivor of violence), it is recommended that veterinarians contact or provide access to local crisis support services, be that police or RCMP, or a local mobile crisis unit.

It is through partnerships between animal service providers and human health service providers that valuable care can be provided to all affected in these situations. Furthermore, it is imperative that human service providers are made aware of these cases so

Continues on Page 10

When an animal protection agency becomes involved in cases of this nature, it often is the only door that human health agencies have available to them to be able to access vulnerable people in imminently risky situations.

that should additional agencies need to be contacted (ie. child protection), this is done in a timely manner reducing risk. The literature around animal welfare and the link to human welfare is clear. We can say with certainty, that when there is an animal welfare issue, there should be concern for the welfare of the human beings as well. Without a report, there is a chance that no one will get the intervention and support that they need with potentially dire outcomes to all involved.

THE OWNER IS FINANCIALLY CONSTRAINED

"Possibly the owner did not see the situation as abuse, but had no funds for the required treatment regardless."

Under section 3 of the Act a person responsible for an animal shall ensure it has sufficient food or water to maintain it in a state of good health. They must also provide the animal with adequate veterinary care or medical attention when the animal is wounded or ill. Lack of financial ability is not an exemption from providing the required animal care duties for the animal.

Clients may not be aware of the requirements of the Animal Protection Act, but you are. There is nothing to be ashamed of in educating clients about legislation that applies to everyone in Saskatchewan. Veterinarians are trusted health care professionals. A large part of that trust comes from knowing that veterinarians are the most knowledgeable in the areas of animal health and safety. That knowledge includes both the medical science that keeps animals healthy and the laws that keep them safe.

This survey and results article were compiled, reviewed and approved by the SVMA Animal Welfare Committee. Principal contributors: Don Ferguson, RVT, Animal Protection Services of Saskatchewan; Drs LeeAnn Forsythe and Stephanie Smith, SK Agriculture; Erin Wasson MSW RSW, Veterinary Social Worker; Dennis Will, DVM and Sue Gauthier, BAH, SVMA Communications and Members Services Coordinator.

ANATOMY OF AN INVESTIGATION

Don Ferguson, RVT
Director, Animal Protection
Services of Saskatchewan

Animal Protection Services of Saskatchewan (APSS) is the branch organization created by the Ministry of Agriculture to provide investigation services to social workers, veterinary professionals and other health care providers and the general public who are concerned about the safety and treatment of a specific animal or group of animals.

Receiving a Report

The first step in an investigation is receiving a complaint from a concerned member of the public, typically through the Animal Protection Services phone line. It is critical those witnessing potential animal neglect or abuse contact a member of our Animal Protection Services as this may be the only way our agency can become involved.

People may suspect an animal is being mistreated or neglected but aren't sure. In such cases, we encourage the person to call us, so we can determine what course of action, if any, is appropriate. If the circumstances involve something outside our mandate, such as an animal control or wildlife issues, we will refer the caller to the appropriate agency.

Once it is established that the complaint is within our mandate, it is forwarded to the Animal Protection Officer covering the area mentioned in the complaint. Depending on the nature of the complaint, the Animal Protection Officer may contact the complainant (individual who requested our agency to investigate their concern) to confirm the location and, where possible, make contact with additional sources for more information. The officer then attends at the location in question and attempts to speak with the owner or person in charge of the animal(s). The officer explains the reason for the visit and asks the owner questions in order to better assess the situation.

The officer then requests the owner accompany him or her to view the animal(s). This first observation of the animal(s) is critical because the officer must use his/her knowledge and experience to determine if the complaint is founded and, most importantly, what steps are needed to respond to the condition of the animal(s).

If the complaint is unfounded, the officer

Whatever the requirements are, our first priority is always the animals

informs the owner that there is no problem and leaves the property. Occasionally the owner will ask us who made the complaint, but that information remains confidential.

Providing Education & Gaining Compliance

The Animal Protection Act prohibits anyone from allowing an animal to be in distress. If the officer determines the situation does warrant concern, he/she has a number of options to choose from depending on the severity of the problem. In most cases, the officer informs the owner of the nature of the problem and advises the corrective action that must be taken. For example, the amount or quality of feed may need to be adjusted or appropriate shelter may need to be provided.

Generally, the busiest time of the year for complaints is from October to April. The change in weather conditions often prompts calls, especially in the fall, when the weather starts turning cold and forage supplies are low, and again in the spring before the grass starts to grow.

Animal Protection Services of Saskatchewan receives numerous complaints about inadequate shelter or care regarding companion animals. When this happens, the officer provides educational advice and guidance to the owner.

Working Toward a Solution

When a situation is more serious and needs to be rectified immediately, the officer will give a verbal warning or Corrective Action Order to the owner. Included in the warning is a stipulation of what needs to be done and when, usually within a 24-hour time period. The officer will check back within this period to ensure the owner has complied. An officer may follow-up with the owner a number of times. The officer will only conclude the investigation when conditions have improved, and he/she is confident the animal(s) are being cared for appropriately.

All conditions may not be met right away, but as long as the officer is seeing real improvement in the welfare of the animals, he or she will work with the owner to improve conditions.

The Statistics

- Only 4-6 % of investigated animals are seized.
- Only 3 % of seizures involve charges being laid against the owner.
- 98 % of investigations are dealt with through education, direction and compliance checks to ensure the conditions of concern have been relieved.

Dealing with Problems

In some cases, the officer may determine the animal(s) must be seen by a veterinarian immediately. Usually the officer advises the owner to call a veterinarian of his or her choice. However, if the owner cannot be located or refuses to comply, our officer will call a veterinarian directly.

If attempts fail to improve the treatment of the animals and/or the condition of the animals is in jeopardy, the Animal Protection Services will take the animal(s) into protective custody. This is known legally as seizing an animal(s) and is typically done under an Animal Protection Act search warrant usually with a veterinarian attending with the officer. Animals are removed to relieve them from distress and provide them with the proper food, water, shelter, and veterinary care.

Seizing animals can be as simple as taking a dog or cat to the nearest animal shelter or, in the case of large animals or large numbers of animals, may involve detailed planning and coordination with other agencies, veterinarians and caretakers. In one case, we had to erect portable paneling, so we could load and transport cattle. In another instance, we had to coordinate a number of trucks and kennels with a local humane society in order to transport a large number of dogs from a property to the humane society's facility for holding.

Agencies Working in Partnership

Through our partnerships with numerous other agencies and organizations, Animal Protection Services of Saskatchewan can also call on added support as required. For example, on occasion we've requested the assistance of Livestock Services of Saskatchewan (LSS) to bring horses to help round up cattle that were being removed. As well, the officer may request the assistance of the RCMP for security reasons.

Regardless of the complexity, the seizure needs to be done expeditiously. The officers usually plan on having the animals removed from the property within 48 hours after determining the need for seizure. Whenever necessary, interim care is provided prior to the animals being removed from the property. Whatever the requirements are, our first priority is the always the animals.



Recognizing member excellence is a valued SVMA tradition! It's time once again to take this special opportunity to recognize that exceptional colleague and nominate them for an SVMA Award of Distinction.

Members are invited to nominate their colleagues for one or more awards. The nominator must identify the specific award and submit a written overview of the member's achievements or contributions related to that award.

Initial nominations for an SVMA award must come from a member of the Association. Additional information in support of a nomination can be submitted by another member, practice staff, family or friends of the nominee.

All submissions will be dealt with in confidence by the Awards committee. Awards of Distinction will be presented on September 12 at the 2020 Awards Night Banquet.

THE YOUNG VETERINARIAN AWARD

was inaugurated in 2018 to recognize a veterinarian who has graduated within the past five years and has demonstrated emerging leadership in the veterinary profession through enthusiasm for veterinary medicine, eagerness to learn from colleagues and clients, willingness to share new knowledge with senior colleagues, and/or advocacy for the profession.

THE MERITORIOUS SERVICE AWARD

recognizes a member in good standing who has made an outstanding single or long-term contribution to the quality of life in their community or province. This achievement may be in the area of youth or senior programs, philanthropic organizations or the arts.

THE MENTORSHIP/LEADERSHIP AWARD

was inaugurated in 2014 to recognize a member or group of members that makes an outstanding contribution as a leader or mentor in our profession. By fostering an interest in students, new grads or employees, and cultivating their veterinary aspirations, mentors play a vital role in assisting young veterinarians with their transition into practice.

THE TECHNOLOGIST OF THE YEAR AWARD

is given to recognize a technologist who plays an integral part in the practice of veterinary medicine. This person must be a member in good standing who has made a significant contribution in the field of animal health and demonstrate outstanding performance and dedication to their profession.

THE J.J. MURISON DISTINGUISHED VETERINARIAN AWARD

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

THE COMMUNICATIONS/PUBLIC RELATIONS AWARD

recognizes a member's efforts to bring information, knowledge or advice related to veterinary medicine or the profession to the public.

PLEASE SUBMIT NOMINATIONS TO THE SVMA OFFICE BY JUNE 30, 2020.

A downloadable nomination form and history of previous award recipients can be found at www.svma.sk.ca.



The SVMA website has a new look!

The SVMA website has gotten a facelift. All the same features are there, with many great improvements coming in 2020.

SVMA is updating its communication with you. Along with our 'fresh face', there will be online renewals coming for 2021

and other improvements to make the web experience more user-friendly for members.

In addition, the new website will be part of a coming campaign to showcase the Saskatchewan veterinary profession to the public.

CHECK IT OUT!

www.svma.sk.ca

GROUP HEALTH AND BENEFITS PLAN *update*

GREAT NEWS FOR GROUP HEALTH PLAN SUBSCRIBERS!

Saskatchewan Blue Cross has extended the Health & Dental coverage termination age from 70 to 75 for Class all practising veterinarians effective December 01, 2019.

This means that DVM subscribers who choose to practise past the age of 70 and up to the age of 75 are now eligible for Class C (practising DVM) Health and Dental coverage, with the sole exception of second opinion service (which still ends at age 70).

If you are a practising DVM with Class C (individual rather than clinic) coverage, and you are approaching 70 years of age, there is nothing you have to do. Your eligibility for

Health and Dental coverage will continue automatically.

The SVMA Group Health Plan (GHP) continues to grow in subscribership. Why?

- Of the general population, one out of four people in their twenties will have an accident or a disease before the age of 65 that results in them being unable to work for about four years.
- The veterinary profession is one of the highest risk professions for workplace injuries.
- 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 (seriously!).

The GHP was created to meet the needs of the Saskatchewan veterinary profession. That includes all of our 1200+ members, DVMs, RVTs, practice employees and families. Our large group buying power gives us access to great coverage and benefits, at the lowest possible rates. It just makes 'dollars and cents' to join a large group plan! The annual plan renewal last July saw only a 6% increase, which is much lower than the 10-11% increase which is more typical for large group plans. This means the GHP is doing great and we are all the beneficiaries of its success!

For information about the Group Health Plan, visit www.svma.sk.ca or speak to one of our dedicated advisors Ken Dornan 306-261-6965 or Don Cole 306-270-6446.

Congratulations!



Left to Right: Dr. Carmen Millham (nominator), Dr. Richard Krauss (recipient), Dr. Tim Nickel (Boehringer Ingelheim)

2020 Boehringer Ingelheim / Western Canadian Association of Bovine Practitioners (WCABP) Veterinarian of the Year Award

This year's recipient of the Boehringer Ingelheim WCABP Veterinarian of the Year award is **Dr. Richard Krauss** from Preeceville, SK.

Dr. Krauss has practiced veterinary medicine for over 50 years. He graduated in the first WCVM class of 1969. Before starting his practice in Preeceville, he worked in Ogema, Burnaby, and Weyburn. He has practiced veterinary medicine in Preeceville, SK for the last 48 years. The focus of his practice has been on bovine medicine and surgery.

Over the years, Dr. Krauss has had a dozen associates, 8 veterinary technicians and has mentored approximately 25 students. He has always been very passionate about veterinary medicine; more specifically bovine practice.

His knowledge and enthusiasm for veterinary practice, in particular bovine practice, is remarkable. He has a grassroots approach to cattle and bovine practice which allows him to communicate with his colleagues, students and producers. He is tremendously respected in the region as a wealth of knowledge and compassion. Over the last 50 years, as the beef industry grew, expanded, and matured Dr. Krauss has educated, supported, and nurtured his clients and the region's industry. He was a major contributor in the expansion of the cattle industry in north-eastern Saskatchewan. He worked with other sectors of the industry to pull all the resources together to support his clients' cattle operations. Dr. Krauss' family also had a large cow herd for many years.

In summary, Dr. Krauss is worthy of the Boehringer Ingelheim/WCABP Veterinarian of the Year. He has dedicated his life to veterinary medicine, in particular bovine practice, the cattle industry, his community, while supporting his family and is very deserving of this Award.

Congratulations Richard on being named the 2020 Boehringer Ingelheim / WCABP Veterinarian of the Year!

Congratulations!

2019 Master Teacher Award Recipient

Dr. Patricia Dowling (DVM) is a professor in the Department of Veterinary Biomedical Sciences at the Western College of Veterinary Medicine at USask. She is a passionate and innovative teacher of undergraduate veterinary students, graduate veterinary students, graduate students and practicing veterinarians.



Her primary field of expertise is clinical veterinary pharmacology (the study of how drugs are used to treat animal diseases). Dowling's innovative teaching style has had a significant impact on a generation of veterinarians in Western Canada.

Professor Dowling has pioneered the use of bringing clinical class material into the classroom and more recently has been at the forefront of using the "flipped classroom" model to ensure that her students understand how to make a logical decision regarding therapeutic choices.

Dowling has also developed the course "Mindful Veterinary Practice" to teach mindfulness techniques to veterinary students and has been instrumental in developing a thinking critically course open to all graduate students, a required component of the university's Graduate Professional Skills Certificate that Dowling supports as a learning coach.



Congratulations!

Drs Kane Christiuk and Maria Fuchs are pleased to announce the arrival of their daughter, Abigail Maria Christiuk. Abigail was born on August 11th and weighed 5lbs 5oz.

MEMBERS' HEALTHY LIVING GALLERY

This issue's theme:

Acts of Kindness

Welcome to the Members Healthy Living Gallery, a four-part 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 share your stories about things you've done or do, something someone else has done for you, or something you had no part of, but that really inspired you.

For each issue, a name has been drawn at random from all submissions received to win a \$100 credit in wellness spending. This issue's winner is Dr Fred Weeks.

Congratulations!

An enormous THANK YOU from the Wellness committee to everyone who participated in the Members' Healthy Living Gallery over the past year!



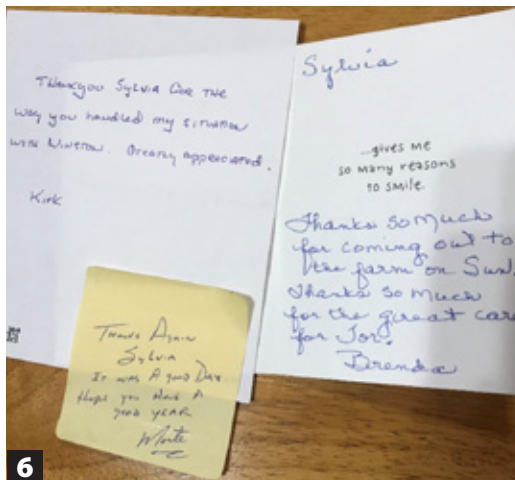
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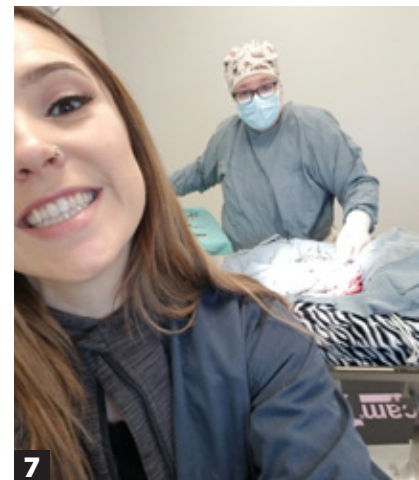
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1 Donating our boys' outgrown clothes (and this is only the 0-3 month items!)
— **Lindsay Murphy**

2 Transplanting a bunch of spruce seedlings that were going to be mowed down. We must have moved around 60 of them that day to a spot in the country where they will be safe from lawn mowers!
— **Shalyn Rostotski**

3 Our clinic recently diagnosed a dog with typical Addison's disease and the owner was very cost constrained. She had until recently been unemployed and only just restarted work. While the dog was being cared for in hospital, she reached out to an Addison's support group for information and to discuss the diagnosis. Through this Facebook page, an organisation offered to fund her dog's first few months worth of medications. He is now well controlled and back to his normal self. Great outcome considering we were initially unlikely to be able to treat appropriately. *No picture supplied.*
— **Samantha Gwillim**

4 You will have to excuse me for my, as it seems, "out of date" belief on this subject. During my lifetime I was taught, as were many others, that acts of kindness were things you did without thought or expectation of recognition or reward. If more people would try it, they would know that the inner feeling of satisfaction is ample enough. Perhaps if more people would do those things the case load of people with all kinds of mental disorders would drop along with a large drop in doctors' feeling it necessary to prescribe all kinds of mind altering drugs!
In my view, the experts that are everywhere right now treating workplace stress would serve more people better to teach how to be passionate about what you are doing rather than feeling sorry for yourself because you didn't get enough of that 'me first medicine'!
I guess I was lucky, and I hope all of the people in your practice are as passionate about what is done.
It's so much more fun that way! *No picture supplied.*
— **Fred Weeks** (one of those fossils)

5 The Wascana Animal Hospital team shopped and filled boxes this Christmas for the Regina Shoebox Project benefitting women in need right in our own city!
— **Andrea Ulmer**

6 Notes of appreciation from clients – heartwarming!
— **Sylvia Wiebe**

7 The kindness of the support staff who make an incredible effort to help and encourage us new grads is really appreciated!
— **Kendra Elliott**

The online licensing course is a great opportunity for any SK veterinarians or vet techs to refresh your knowledge about the regulation of veterinary medicine in Saskatchewan.



WHAT'S NEW IN THE ONLINE CLASSROOM?

SVMA's Online Classroom (OC) continues to grow, both in content and in popularity! An important recent addition to the OC is the SVMA Licensing Course. The November 2019 Licensing Seminar was recorded and adapted into a 4-hour online course, with four videos to watch and the exam to complete. Going forward, the in-person licensing seminars are being discontinued.

New members must complete the online licensing course within 30 days of their approval to ensure they are receiving the information they need prior to (or shortly after) they begin working in Saskatchewan. Online access to the licensing course results in more timely licensing education, less travel, less work time missed, and less expense to new members due to the flexibility of doing this online from the comfort of their home or clinic.

The online licensing course is approved for four (4) CE hours and is available to ALL existing SVMA members for a cost of \$75, through self-enrollment in the Online Classroom. The online licensing course is a great opportunity for any

SK veterinarians or vet techs to refresh your knowledge about the regulation of veterinary medicine in Saskatchewan. Please note that if you enrol in this course, you have a limit of 30 days to complete it.

As is the case with all continuing education events and materials, online courses and webinars must be completed to be eligible for CE credit.

To access the Online Classroom and to enrol in courses, go to: <https://classroom.svma.sk.ca>. Your username is the same as your SVMA username and the default password is: Svma#1234 (exactly as it appears). You will be able to enrol and pay for the courses right in the classroom.

Questions? Contact Lorraine Serhienko, RVT at Iserhienko@svma.sk.ca or 306-955-7860.

INTRODUCING OUR NEW PRACTICE INSPECTOR: GENEVIÈVE ROSSEEL

We are very pleased to introduce our newest practice Inspector, Geneviève Rosseel, DVM. Geneviève was kind enough to share some information about herself.

Welcome Geneviève!

"Hello, I am very happy to join the SVMA team as practice inspector. I was born in Montreal to a French Québec mother and an immigrant Belgian father. My 20-year-old son, Félix, is studying Engineering, and my 22-year-old daughter, Véronique, Medicine.

I graduated in 1990 from Montreal University, and did my equine internship the following year. I worked a year in St. Lazare, Quebec for Dr Denys Frappier, then took over his practice when he left for Morocco. Living on the Quebec-Ontario border, I was accredited for both provinces.

I have been on the Quebec Equine Veterinarians' Association board, on the

Quebec Medical Veterinary Association Continuing Education Committee, and spent four years on its Practice Inspection Committee. I enjoyed giving lectures to riders and at Pony Clubs, and have taught veterinary technician students and veterinary students.

In 2000, I became practice and business manager (and official gopher) of the companion animal clinic my husband and I built in Laval, Quebec.

I moved to an acreage in Asquith in 2017, where I help Doug, my new better half, manage Paintball Action Games Asquith. I also volunteer at the Asquith Fencing Club that he founded 30 years ago. I have been fencing for 8 years and have been Canadian Champion a few times. I enjoy genealogy, history, photography, and traveling to World Cups with Doug, as he coaches our club's Paralympic-hopeful, wheelchair fencing athlete, Ryan Rousell.



Used to being on the road from my equine practice years, I am looking forward to traveling the province to meet the veterinarians and vet techs of Saskatchewan. Practices that respect standards benefit both the veterinary practitioner and the community. I will work to help you attain that goal."



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SVMA News is published quarterly in February, May, August and November. All members are able to access it from the SVMA website.

Starting in 2020, in order to defray costs as well as minimize the Association's environmental footprint, if you would like to have a physical copy of the magazine mailed to you, you will need to purchase a print subscription at a fee of \$25 (GST included) per year, payable by cheque or credit card.



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Animal Health Perspectives

Changes to the PDS Board of Directors:

By: Yanyun Huang, Interim CEO, PDS

I am pleased to announce that Drs. Grant Maxie, William Murphy, Susan Cork, Nancy de With and Trent Wennkamp joined PDS's advisory Board, effective September, 2019. They will contribute valuable experience and expertise in the areas of diagnostic laboratory management, surveillance, clinical practice and marketing to the PDS Board

of Directors. The current PDS Board chair is Dr. Wayne Lees and vice chair, Dr. Julie de Moissac. With the Board's guidance, PDS will continue to provide client-focused veterinary diagnostic services and support veterinary teaching and applied research. PDS is actively developing new diagnostic platforms and tests

to meet the needs of animal health in western Canada. We are saddened to bid farewell to Drs. Craig Dorin (out-going PDS Board chair), Jan Bystrom and Chris Byra who are stepping down from the Board. They all dedicated a significant amount of time and effort to the governance and direction of PDS, and were vital in the success of

WHAT'S INSIDE

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- 2 The Impact of Trace Mineral Status on Prenatal and Postnatal Beef Calf Disease
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- 4 Congratulations

PDS over the past several years. Their presence on the Board will be greatly missed.

The Impact of Trace Mineral Status on Prenatal and Postnatal Beef Calf Disease

By: Dr. Barry Blakley, Veterinary Toxicologist, WCVM

Trace mineral deficiencies have been associated with fetal, neonatal and postnatal disease in beef calves in Western Canada. In most herd investigations, substantial losses frequently cannot be attributed to a simple mineral deficiency. Essential trace mineral panels are available through diagnostic laboratories like Prairie Diagnostic Services. The majority of the investigations occur during the traditional calving season. Trace mineral evaluation of animal tissues is often part of the initial investigative strategy. The evaluation should focus on the

affected animal population and not on individual animal testing. With most minerals, liver analysis is preferred over blood analysis. In live animals, liver analysis is not a practical option. Multi-element analysis of the tissues enables the veterinarian to assess individual minerals plus metal-metal interactions or metal-vitamin interactions, which may be biologically and clinically relevant.

Interpretation of prenatal and postnatal data in calves is a challenge. Adult normal values are reasonably well defined, but trace mineral uptake,

prenatally and postnatally, plus corresponding metal metabolism often shift dramatically at birth and for the first few weeks of life. For example, copper metabolism and kinetics impacting on tissue distribution are immature at birth. Extrapolation from other livestock species is extremely unreliable and should not be attempted. The mineral requirements are highly variable with developmental age. Deficiencies ultimately impact on morphology, growth and function. Consequently, the disease manifestations over time relate to developmental

age for specific metals are variable. As a result, "normal values" for individual metals vary dramatically with developmental age. Normal values, consequently, may vary considerably from reference to reference. The selenium, copper, manganese, molybdenum, iron and magnesium status may vary with age. The variability is also influenced by the status of the cow, supplementation practices, season (most minerals increase during the summer months), water quality, metal interactions, colostrum

Continues on Page 2

From Page 1

consumption, dehydration, and infectious disease. In most instances, reliable data on these factors is unavailable, further compromising data interpretation. For some metals, these factors are extremely relevant clinically. For other metals, the factors have limited significance. Therefore, it is difficult to make broad generalizations that apply to all metals in every situation.

Two metals that are often problematic are copper and selenium. Normal reference values are highly variable. This variability compromises interpretation. The copper-molybdenum interaction is a prime factor influencing the variability. Age-related effects on metabolism and absorption are additional confounding factors. In general, neonates have a higher copper concentration as compared to earlier developmental stages or adults. The impact of adult supplementation on the developing fetus may require months to raise fetal concentrations. In the case of selenium, another important, often deficient element, similar factors impact on the variability. Supplementation of the pregnant cattle take many weeks, possibly 6 weeks, to

raise the fetal concentration to normal. Consequently, supplementation in late pregnancy may have little or no impact on the fetal viability. The late pregnancy supplementation may raise colostrum concentrations. Another major consideration is the vitamin E-selenium interaction. Both nutrients have antioxidant properties, but there is an absolute requirement for each nutrient. Consequently, a high vitamin E status may partially mask a selenium deficiency. It is important to evaluate concentrations of each nutrient. If selenium and vitamin E status are classified as marginal, white muscle disease or immune dysfunction may be present. In some instances, significant muscle degeneration may be detected histologically, yet the vitamin E and selenium status were distinctly in the normal range. In many of these cases, supplementation in late pregnancy restored the status to normal, but the muscle degeneration that occurred prior to supplementation remains. In general, the selenium status of the neonate is about 2-3 fold higher than adult cattle. Over supplementation of selenium is another concern. Excessive postnatal injections may also result in degenerative change and death.

Manganese concentrations in fetal and neonatal tissues are typically about 0.6-0.7 fold less than corresponding adult animals. Manganese is not stored to any great extent in the fetal liver. Supplementation of the cow may have limited impact on the fetus. The risk of low manganese concentrations in the fetus is not well defined. Low manganese concentrations in the fetus or neonate are frequent observations in clinically "normal" animals.

The iron status related to developmental age is highly variable. Interpretation again remains a challenge. A low iron status does impact on immune function and potentially on in utero development. Frequently, in an abortion case or neonatal death, the iron status is considered to be high to normal. For many, this may be considered to be over supplementation. This in fact is not the case. The animal senses an infectious organism in the body. The physiologic cytokine response is to "hide" the iron in the liver and "starve" the microorganism to enable the immune system to destroy the invader. This same physiologic response is frequently observed with liver zinc status. If you observe high normal iron and zinc concentrations, infectious agents are likely a factor on the

clinical syndrome. Examination of blood samples from live calves will demonstrate "deficient" iron and zinc concentrations. The metals have been sequestered physiologically in the liver. The degree of "deficiency" in live animals may be a useful indicator of prognosis.

Tissue concentrations of zinc are easily measured, but are highly variable for physiological and kinetic reasons. Animals under stress or subjected to limited food intake for only 1-2 days may appear distinctly zinc deficient. Tissue analysis is a poor indicator of chronic zinc status. Interpretation of the values should be made with considerable caution. True zinc deficiency in cattle is a rare event.

Occasionally, the analysis of a fetal or neonate liver for trace metals indicates that virtually all metals are deficient. The simple interpretation is the maternal diet is inadequate for all metals. Practically, this is highly unlikely. The probable interpretation is placental insufficiency. All of the nutrients have a severely compromised ability to cross the placenta. Growth retardation may also be evident. The placental damage is often associated with an infectious agent or mycotoxin exposure.

In summary, age-related effects on mineral metabolism, absorption, excretion through nutrient interactions, physiologic disturbances or placental insufficiency compromise interpretation of diagnostic data. Consequently, there is wide variation in normal values. Investigations should emphasize population assessment and not individual animal testing. As the population concentrations decline, the risk of disease and mortality increase. **There is no distinct concentration for each metal that is considered to be a diagnostic certainty from an interpretation perspective.**



Do you know who to call for animal-related human health support?

Complaint	Contact
Animal noise	Animal control/RM office Local police agency
Dangerous dog/bite injury	HealthLine 811 Rabies Hotline (1-844-772-2437)

saskatchewan.ca/livestock



Perinatal Beef Calf Morbidity and Mortality

By: Dr. Barry Blakley, Veterinary Toxicologist, WCVM

During the late winter and early spring months in Western Canada many beef calves fail to thrive. In spite of intervention by producers and veterinarians, this multifactorial disease problem remains a major source of frustration and economic loss. From year to year, the extent of the problem may be highly variable. Factors including trace mineral and vitamin status, adequate nutrition, infectious disease, management and environmental conditions are potential causes. Many of these factors play a major role well before parturition. Diagnostically, it is often impossible to identify a single cause. Simple analysis of animal feed or tissue to assess health concerns may not be useful in many instances, the insult may have occurred during gestation. At the time of the birth, the window of opportunity to confirm the suspected etiology may have passed.

Broadly speaking, etiologies may be considered under four major categories. These include: genetic, environmental, infectious and nutritional. The investigative strategy from a herd perspective often include: define the abnormality (abortion, stillbirth, malformation, and weak calves), recognize the patterns involved related to temporal, geographical, age, spectrum of the abnormality, pathology, clinical disease etc. Finally, the suspected diagnosis should be confirmed with diagnostic

testing. The nature and extent of the testing can often be time consuming, expensive and unrewarding. **In many instances, in spite of the most extensive testing, the etiologic agent may only be identified in 30% of the herd investigations.**

In most instances, genetic causes in cross-bred populations are unlikely. The typical strategies focus on other causes. Environmental factors need to be considered broadly. The environment may be divided into external and internal (maternal) factors. During early gestation or prior to conception maternal nutritional status is important. Vitamin, mineral, energy and protein components are critical for optimal fetal development. Often at birth, tissue concentrations of nutrients or biochemical alterations have returned to normal, but the tissue abnormalities from the previous nutritional state persist. Depending upon the dose and duration of exposure, the manifestation may be variable. The spectrum of abnormalities may be diverse/broad in nature. Growth retardation is a frequent observation. Since the majority of fetal growth occurs in the last trimester, small calves are often associated with late gestational causes. Placental insufficiency or damage, lack of proper nutrition or exposure to toxins such as mycotoxins are potential causes. Functional disturbances such as immune dysfunction

may be related to immune maturation in late pregnancy or organ development during the first trimester. Micronutrient deficiencies related to minerals or vitamins impact on normal immune system development or maturation. Micronutrient uptake and metabolism in the neonatal calf shift dramatically at birth often compromising interpretation of diagnostic data associated with nutrient states well before parturition occurs.

Many producers elect to provide minerals or vitamins to pregnant cattle just prior to calving. If the cows have nutrient deficiencies early in pregnancy, late supplementation may have little impact on the calf viability. It is well known that colostrum ingestion at birth has a major impact on infectious disease. In addition, the colostrum contains clinically significant concentrations of other nutrients such as the fat soluble vitamins. Neonatal calves have a limited ability to respond to vaccines at birth. Consequently, it is essential that adult cows be adequately vaccinated. The impact on antibody concentrations in the colostrum is an obvious benefit.

Management and external environmental factors in the broadest sense are also important. At the time of birth, the contribution of these factors in terms of risk may be difficult to assess. Overall poor nutrition related

to drought or poor water quality are examples. Under drought conditions, vitamin and micronutrient content of maternal diets may be suboptimal, ultimately impacting the developing fetus. In recent years, poor water quality, particularly sulfate concentrations impacts the bioavailability of essential metals such as copper or selenium. Altered rumen function manifested by vitamin deficiency (thiamine) or impaired calorie/protein metabolism or reduced feed consumption will impact the developing calf. Overcrowding in winters pens and untimely extreme environmental conditions are other potential factors. Interactions among multiple factors are difficult to quantify, but abnormal calf health increases as the number of varied risk factors increase.

To minimize the occurrence of perinatal calf disease producers should be encouraged to assess the nutritional status of the dam well before parturition, adequately vaccinate and maintain optimal overall nutrition and good quality water. Dams with a suboptimal nutritional status must be supplemented accordingly. The impact on calf morbidity at birth related to colostrum intake and overall nutrition and immune function will be evident. A multifaceted strategy prior to pregnancy, during pregnancy and after parturition are critical to minimize this complex disease syndrome.

CFIA Brucellosis Pilot Project announcement



In February 2020 the Canadian Food Inspection Agency (CFIA) will initiate a pilot project to strengthen Canada's brucellosis surveillance program in support of Canada's claim of freedom from brucellosis. This pilot project is being conducted collaboratively by the CFIA and participating Canadian Animal Health Surveillance Network

(CAHSN) laboratories including Prairie Diagnostic Services. The project will involve testing samples from select bovine abortion cases submitted to the CAHSN labs.

Please find a description of the pilot project from CFIA on PDS's website, <http://www.pdsinc.ca/Home.aspx>:

Bovine Brucellosis Abortion Screening Pilot Project.

Information about the project will also be communicated to regional veterinary associations (e.g., WCABP), surveillance network groups (e.g., WeCAHN), and producer organizations.



Congratulations:

Please join us in congratulating our newest Diplomate of the American College of Veterinary Microbiologists, Dr. Kazal Krishna Ghosh. Dr. Gosh achieved board certification in Bacteriology/ Mycology. Kudos to Kazal for all his hard work and commitment!

This is an important achievement in Kazal's career as well as a significant contribution to PDS in fulfilling our mission to deliver world-class, client-focused veterinary diagnostic services to animal owners, their veterinarians, educators, and researchers.

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.

AN SVMA MINDFULNESS RETREAT

**Building resilience, cultivating compassion
and putting them 'into practice'**

March 28-29, 2020

Last year's spring mindfulness retreat at Manitou Springs was so popular, we're doing it again! Register now for another relaxing weekend at Manitou Springs Resort in Watrous.

The retreat has been designed to refresh mind, body and spirit. Facilitators Drs Trisha Dowling, Lynne Sandmeyer, Erin Wasson, MSW RSW and Janis Riise, RYT are teaming up to bring you and your veterinary colleagues a wonderful mindfulness experience that also earns you CE credit.

The retreat runs from Saturday afternoon to Sunday afternoon, and

there will be plenty of time for floating your stress away in healing mineral pools. You can even book a relaxing massage or spa treatment (but you must book ahead with the resort).

Registrants will again have the choice of private or shared accommodations in one of the hotel's newly renovated rooms. Retreat registration is \$300 per

person for a private room on March 28 or \$200 per person to share a room with a friend. All meals, CE and admission to the therapeutic mineral pools are included.

Registration is open! Visit the SVMA website for details.

**REGISTRATION DEADLINE:
FEBRUARY 29, 2020**



Trisha Dowling



Lynne Sandmeyer



Erin Wasson



Janis Riise

HOW DO I WRITE A STANDOUT JOB AD?

Terra Shastri, OVMA

Hiring great team members can be a daunting task. Filling a vacant position as soon as possible, finding the right fit for the rest of the team, and having the wrong candidates apply are just a few challenges management teams face through the hiring process. To eliminate some of these issues, you'll need to create a well-written employment ad that focuses on attracting the right candidates.

The following are two examples of an employment ad for a veterinary receptionist that show the difference between a job posting and a job advertisement:

EXAMPLE A

High-quality veterinary clinic is seeking a motivated, people-oriented receptionist to complement our reception team. It's a full-time position that will include some Saturday morning shifts. Duties include client contact, data entry, telephone contact, filing and assisting the health care team. Ability to speak English and Spanish is needed. Salary is commensurate with abilities and experience. Excellent benefits are available. If you're interested in joining our team, please contact ABC Animal Hospital at (555) 555-5555 or info@xxx.com.



EXAMPLE B

Busy, friendly veterinary practice seeks customer care professional/ phone wrangler/ organizational expert/ information hoarder/ paw shaker/ all-around amazing person - also known by some as "just" a receptionist, but not at our clinic!

Here at ABC Animal Hospital, we're passionate about providing the best customer care. It's just one of the things that makes us the 2018 Hometown Veterinary Practice of the Year.

Everything we do is guided by four principles: time, respect, experience and care. But when it comes down to it, we're only as good as the people who are the face and voice of our practice - our wonderful customer care team.

Customer care experience is essential, and you'll work flexibly, covering an average of 33 hours a week over seven days. You'll need to be a natural communicator who can offer reassurance and remain calm in stressful situations, as well as an organized team player who can prioritize tasks and who has a warm, friendly telephone manner.

If you're up for the challenge, and love people as much as animals, send your resume and cover letter to Lori, our customer care team leader, at lori@abc.com by Feb 8, 2019.



Where would you apply, and which hospital would you hope to hear from first?

Writing an employment advertisement is exactly that - an advertisement. It needs to reflect the culture of your practice, so you can attract someone who wants to be part of that culture. The practice in example B emphasizes the kind of person they're looking for by describing the practice's principles and showing a bit of personality by using humour. Example A is straightforward and would probably blend in with most employment ads. The practice placing the ad may receive several applications, but they may not be from the kind of people they're hoping to attract.

When writing an employment ad, it's important to include the following:

1. A job title and description that stands out.

Even though job seekers may be looking for a receptionist position with administrative and client service duties, it sounds less exciting (and it's less likely to stand out) than phone wrangler/ information hoarder/ paw shaker.

2. Sell the position and the clinic's culture.

Remember, it's an advertisement. Why should someone work for your clinic versus the clinic down the street? Include what's important to every member of the team. The practice in example B does this by showing it understands the importance of

The ad needs to reflect the culture of your practice, so you can attract someone who wants to be part of that culture.

the receptionist role. Mentioning perks of the job and any other appealing benefits will also help attract high-quality applicants. This practice also includes its award, showing it has a strong reputation and high standards.

3. Add some personality.

If you want to attract a certain personality type, you need to show it in your ad. The practice in example B seems like a fun place to work in comparison to example A. It also highlights that candidates should love people as much as animals an important point to include, considering dealing with people is a large part of the role.

4. Highlight your team's values.

The practice in example B lists the four principles that guide its team in client/patient interactions, and it also shows how much it values the customer care team. What are the essential values in your practice for every member of the team? Be sure to include this in your employment ad so that more, if not all, applicants share the same values.

Reprinted from OVMA FOCUS January/February 2019. Terra Shastri is OVMA's director of business development and strategic initiatives.



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ARE YOU PASSIONATELY CURIOUS?



Mike Bugg, DVM

Nothing makes a person reflect like the turning of the calendar page from December to January! And that reflection is even more prominent when you are bookending not only a year, but an entire decade! When I look back on the 2010s of my veterinary career, I'm met with an immense amount of pride in everything accomplished, tremendous joy in the relationships that were formed, and, if I'm being honest, an embarrassing regret. I generally like to keep things pretty positive, but I do feel compelled to step into this regret a little bit more. My hopes are that sharing it could help others navigate similar waters.

If I was to sum up this mysterious regret, I would say it's that I lost my passionate curiosity. Let me explain....

As we are all aware, the journey of becoming a veterinarian takes considerable time, effort, and focus. I'm sure we can all remember the hours spent in high school cleaning kennels as a volunteer, the focus on our studies to get good grades, the hectic undergraduate program before applying, and the single-minded focus of just getting into vet school. Once in vet school, the

volume dial was cranked way up! I can still remember the curiosity of walking into the anatomy lab on the first day. Four jam packed years of more course content than I had ever imagined, and boom: you are a veterinarian.

Perhaps the greatest definition of success I have ever heard comes from Earl Nightingale. "Success is the progressive realization of a worthy goal or ideal." By Earl's definition, graduating from vet school was one of my life's great successes. I remember my graduation fondly and with a tremendous sense of accomplishment.

Finally, life as a full-fledged real-life doctor of veterinary medicine! Nervous excitement was the theme of my first months. It felt like I had a lifetime of training but also none, all at the same time! If there was a measure of my comfort zone, I was well outside it! Those first years were truly drinking from the fire hose. But everyday brought new growth and skill development: learning a new surgery here, how to work through and treat a complex medical case there. I was passionate in the pursuit of continuous improvement.

I can't pinpoint the exact year,

certainly not the exact day, and truthfully, I wasn't even aware of it in the moment. Somewhere in there, maybe around year seven or eight, I stopped growing. Pretty much anything that could walk (or not walk) through that clinic door (including emergencies) became routine to me. And if it wasn't routine, it was often referred. Furthermore, I wasn't adding new tools or skills to my repertoire. I was functioning daily well within my comfort zone; and it was becoming increasingly mundane and routine. There is a saying that you are either growing or dying. Without realizing it, I found myself on the wrong side of that equation.

With the benefit of hindsight, I've come to realize that lasting success and satisfaction in this profession comes from passionate curiosity. That progressive pursuit that leads us all here in the first place. It doesn't have to go away just because you've "seen it all"! This profession has an unbelievable breadth and depth to offer. My hope in sharing this story is that others will remember to honour those areas that light up their curiosity and passionately step into them!



HOW TO APPLY FOR SPONSORSHIP

CVMA members who graduated within the last 10 years (2009 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 Quebec City, Quebec
- Two nights' accommodation at the Delta Quebec City Hotel
- Eight-hour workshop with Mr. Jeff Sanford
- Complimentary registration for the 2020 CVMA Convention (value \$745)

If you would like to apply for sponsorship, please complete the attached form and send it to Sarah Cunningham at scunningham@cvma-acmv.org by March 25, 2020.

CVMA EMERGING LEADERS PROGRAM

Invitation to apply for sponsorship

JULY 10, 2020 | Quebec City (Quebec)

The CVMA's Emerging Leader's Program (ELP) curriculum was designed to support veterinary colleagues (Years 1 - 10 post-graduate) in finding their way forward as professionals and establishing themselves on a track to become fulfilled colleagues who are successful in both their personal and professional lives

The program is offered as a combination of lecture and small group interactive exercises and is intended to engage the participants in a way that allows them to see, feel and control, their individual mindsets and belief systems that either propel them forward or hold them back.

More than teaching leadership simply for the sake of teaching leadership, the ELP incorporates a number of examples from every day private practice that illustrate how in being the best versions of ourselves as professionals, we can make better, more effective clinical care recommendations, practice more medicine and gain enhanced compliance by our clients for the benefit of their pets and livestock. A doctor's ability to solve problems, manage difficult situations and make compelling recommendations for feeding a therapeutic diet, administering a

particular vaccine or dispensing a particular flea and tick preventative are advanced by what they learn from the ELP.

THREE KEY LEARNING OBJECTIVES FOR THE EMERGING LEADER'S PROGRAM:

1. Our Mindsets and Our Paradigms control what we are capable of doing as individuals;
2. Emotional Intelligence is Key to Developing Clinical Relationships built on Trust; and
3. The WHY of Our Healthcare Team Drives the Quality of the Clinical Outcomes We Can Achieve

In addition to the ELP session, participants are also invited to CVMA's signature events including the 2020 CVMA Summit and the CVMA AGM and Awards Luncheon.

FACILITATOR

Mr. Sanford teaches Practice Management at the UGA College of Veterinary Medicine and consults with veterinarians in Georgia and across the country. He teaches specialized business education programs for veterinarians and has developed industry assessment tools including the Practice Mapping Growth Tool, Practice Performance Health Check, Strategic Marketing Assessment for Veterinary Practices, Activity Based Costing Analysis for Understanding Fees Structures and the Practice Valuation Assessment. Mr. Sanford piloted practice management rotations in 2007 at the UGA CVM and has expanded the program to University of Florida, Auburn, North Carolina State, Michigan State, UC Davis and Washington State.

WHEN

July 10, 9:30 a.m. to 6:30 p.m.

WHERE

Delta Quebec City

WHO

CVMA DVM Members

TESTIMONIALS

The ELP was a great experience even after having been out in practice for a few years. There is an overwhelming amount of information to learn throughout vet school, and a few topics commonly get overlooked and garner less attention during the process. While these topics are touched on, most of us focus our time on learning the medical knowledge needed to get through. Many veterinary programs are already incorporating communication skills into the program, which has been an invaluable asset to the development of great veterinarians. However, the business management, staff interaction and staff management aspect of things is often overlooked. The ELP was a fun interactive program which I found reminiscent of going to camp when I was younger, only there was a little more structure and it was relatable to practice. You learn strategies to manage workplace relationships and issues – skills that empower one to take lead in a clinic and are useful skills to have especially should one become involved in clinic management and life in general.

DR. ALBERT LEE
2019 ELP

I really enjoyed sitting in on the CMVA AGM and meeting those involved in governing our profession. What I took away from the experience was that those involved truly do have a passion for veterinary medicine, and by getting involved, they believe that we can make a difference both for the profession as well as the animals and public we serve. It was refreshing to be with such a large group of people that clearly love what they do! The ELP lectures were very participatory, and it was great to get to know peers from across the country. The focus of these talks was unlike any curriculum at vet school – but such a necessity for both practice owners and an associate veterinarian who function as a leader in their clinic every day. It was also an eye-opener about what we are doing right at the clinic, and what could be improved upon. I would not hesitate to recommend this program to other veterinarians.

DR. PAIGE WARK
2019 ELP



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DES MÉDECINS VÉTÉRINAIRES



Breanne Barber
President Elect

Then and Now

The SVMA and SAVT worked together in many ways in 2019 to strengthen our relationship, and we look forward to it continuing into 2020. The SAVT works hard on matters that make us the strong association that we are. We work in partnership with the SVMA, as any RVT working in Saskatchewan must be registered with both the SAVT and the SVMA. The membership renewal deadline for both Associations was December 15, 2019, with the final total being 488 Active members!

The SAVT held its Annual Conference, AGM, and Tradeshow November 1-3, 2019 in Saskatoon. This year for our 35th celebration, the theme was "Charting the Course" and we gave acknowledgment to all the RVTs and DVMs that have given us the courage and strength to be where we are today as an association and as a profession. The conference attracted attendance from all over Saskatchewan, including visitors from neighbouring VT Associations- Alberta, British Columbia and Manitoba.

The tradeshow on Friday evening was popular, as always! The SAVT offered the ever-popular 'mashini bar' with all

your favourite toppings to choose from, the marketplace which was a perfect opportunity to get some early Christmas shopping done, and a job fair with veterinary clinics and businesses looking for a new hire! Also, **THANK YOU** to our sponsors: without you we would not be able to create such an amazing conference.

The 2019- 2020 Board of Directors was chosen by the membership at the AGM, which included a vote this year for our secretary position (always nice to have a little competition), and many awards were presented during the banquet. Award recipients this year included: Veterinarian of the Year- Dr Tara Hudye, DVM; Conference Appreciation Award – Paula Mason, RVT; SAVT Appreciation Award – Dr Kate Robinson BSc, DVM, MVSc, DABVP (Equine Practice); SAVT Technologist of the Year-Leanne Malec, RVT and the Merck Mentorship Award- Carolyn Cartwright, RVT, VTS (Anesthesia/Analgesia). Planning for the 2020 SAVT conference has already begun!

The 2019 – 2020 SAVT Board of Directors includes: President- Lois Ridgway, RVT; President Elect- Breanne Barber, RVT;

Secretary- Marlayna Morgan, RVT; Executive Director- Jasmin Carlton; Financial Officer- Shannon McCallion, RVT; Members at Large- Mabel Ng, RVT, Marta Van Camp, RVT, Teresa Nahachewsky, RVT, Janine Kernalleguen, RVT, Tara Holland, RVT; RVTTTC Representatives- Darlene Ford, RVT, Breanne Barber, RVT; Second year Saskatchewan Polytechnic Student Rep- Ashley Martin; First year Saskatchewan Polytechnic Student Rep- Daniel O'Hara; Second year Lakeland Student Rep- Jaclyn Noll and Conference Coordinator- Kenzie Makowsky, RVT.

On January 17-19, 2020 the SAVT Board of Directors retreated to "The Outerbanks" near Melfort, SK to plan strategically for the upcoming year. Goals and priorities were identified to ensure both member needs and SAVT organizational needs are addressed. The 2020 SAVT Board of Directors is comprised of a great group of people who live throughout Saskatchewan. We are all looking forward to new ideas and diversity of thoughts as we continue to chart our course for our Association and profession. #ProudlyRVT



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New Animal Health Act in Saskatchewan

On November 15, 2019, the new Saskatchewan *Animal Health Act* and *Animal Health Regulations* came into force. This new Act replaces *The Diseases of Animals Act*, which first came into force in 1966 and was unchanged in over 50 years. *The Control of Animal Disease* and *The Diseases of Domestic Game Farm Animals* regulations were repealed and replaced with *The Animal Health Regulations*. The new legislation and regulation is modernized to meet the needs of today and better positions Saskatchewan to protect livestock from disease.

The Animal Health Act's main function is to enable the Province to take action to prevent, control and eliminate animal diseases, and primarily applies to provincially Reportable and Notifiable Animal Diseases. Besides incorporating the provincial Notifiable Animal Diseases List into the *Animal Health Regulations*, other changes to the provincial animal diseases lists include adding two new diseases to this list (*Salmonella Dublin* and American Foul Brood), and moving three of the listed diseases to a new Reportable Animal Diseases List (Anthrax, Chronic Wasting Disease and Rabies). The requirements for veterinarians remain the same: all confirmed cases of provincially listed diseases, be they Reportable or Notifiable, must be reported to the Saskatchewan Chief Veterinary Officer (CVO) within 24 hours of confirmation. A full list of provincially notifiable and reportable diseases can be found by going to Saskatchewan.ca and searching for "reportable and notifiable livestock diseases".

Beyond enabling the province to better respond to provincially listed diseases, the new Act also provides the provincial CVO with the authority to take actions to prevent, control or eliminate any other animal disease if it is deemed to be important to protect the public or animal health. This gives the province the ability to respond

quickly to emerging issues when needed. An example of how this might be used is in the event of an outbreak of a federally reportable disease in the province, such as African Swine Fever. In the event of a suspect case, federal authorities to implement broad-based zoning and associated control measures are limited, and it can take several days to get these in place even after a case is confirmed. With the new provincial Act, Saskatchewan can now provide support to federal response by quickly implementing provincial movement restrictions or other control actions if necessary.

The new Act provides clarity on the responsibilities of the province, Veterinary Inspectors, and animal owners in relation to animal disease issues. It also expands the province's authority to include emerging animal health issues such as toxins and antibiotic resistance. Financial penalties for violations of animal health orders made under the Act have been increased to reflect current economic realities: penalties have been increased to a maximum of \$15,000 for a first offence (the previous penalty, established in 1966, was set at \$500 maximum which is little deterrent in today's dollars).

It is important to note that *The Animal Health Act* is separate and distinct from *The Animal Protection Act, 2018*. The Animal Protection Act is the Saskatchewan law that protects animals from abuse and distress; however, there are potential situations where it may become necessary to euthanize healthy, uninfected animals to prevent them from suffering distress in the future – this is not covered by *The Animal Protection Act*.

Provisions to order destruction of healthy animals to prevent distress are included in the Animal Health Act. An example of this would be if borders were to become closed to the trade of swine and pork due to some type of disease outbreak. Without access to

market, producers would quickly run out of housing space and financial ability to care for animals may be impaired and destruction may become necessary to prevent animal welfare issues from arising. Another example is destruction of otherwise healthy animals within a prescribed zone; although never the first option to be considered, removal of susceptible animals within a zone is a recognized strategy to contain a disease outbreak and prevent further spread of the disease.

The Animal Health Act is very comprehensive, and includes content that was previously covered under *The Control of Animal Disease* and *The Diseases of Domestic Game Farm Animals* regulations. Consequently, those regulations both become obsolete and were repealed. The new *Animal Health Regulations*, besides incorporating the Reportable and Notifiable Animal Diseases lists and covering a few "housekeeping" items such as identification of veterinary inspectors and delivery of animal health orders, is largely devoted to compensation for animals or things that have been destroyed pursuant to an animal health order. Compensation for animals ordered destroyed was increased to 100% of assessed market value (up from 80% specified in the old regulations), up to a maximum value matching those limits set out under federal regulation. Clarity on eligible losses and costs, and valuation processes, has been also been provided.

Other than being aware that there are two new notifiable diseases that must be reported to the CVO, the new legislation and regulations do not change how veterinarians and producers operate on a day-to-day basis. Rather, they provide clarity, direction and flexibility for dealing with animal disease outbreaks of a serious nature, helping to ensure the health and sustainability of Saskatchewan livestock populations.



Dr Wendy Wilkins,
Disease Surveillance
Veterinarian



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.

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

EXCITING! INSPIRING! MOTIVATING!

2020 CVMA CONVENTION REGISTRATION IS OPEN!

The CVMA invites you to join colleagues for the best continuing education at Canada's Veterinary Convention taking place from July 9 to 12, 2020 in Quebec City. The scientific program features over 30 speakers from Canada, the United States, and Europe. Tracks include companion animal, equine, ruminant, public health, professional wellness, and animal welfare. View the promotional booklet: canadianveterinarians.net/science-knowledge/annual-convention

WE SPEAK FOR YOU ON NATIONAL VETERINARY ISSUES. AMENDMENTS TO THE HEALTH OF ANIMALS REGULATIONS PART XII (TRANSPORT OF ANIMALS) COME INTO FORCE ON FEBRUARY 20, 2020

CFIA will implement a transition period for the feed, water and rest requirements for bovine and other sectors. During the first two years, CFIA is focussing enforcement efforts on compliance through education and awareness measures. The amended regulations contain outcome-based requirements ensuring animals are not likely to suffer, be injured, or die. The CFIA has the discretion to appropriately enforce these requirements to prevent and act.

INCREASING CANADA'S PREPAREDNESS FOR AFRICAN SWINE FEVER WITH THE UNIVERSITY OF SASKATCHEWAN'S VIDO-INTERVAC

The CFIA announced that the University of Saskatchewan's Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac) will work with African swine fever (ASF), further supporting Canada's preparedness strategy by increasing research. This complements ongoing collaborations between the CFIA and VIDO-InterVac aimed at developing and testing ASF vaccines and antivirals – a deadly and fast spreading

viral disease that is killing millions of pigs worldwide and could devastate Canada's pork industry. Learn more by visiting: canada.ca/en/food-inspection-agency/

To view and download the CFIA's Protect Canada's Pigs from African Swine Fever poster, visit: canadianveterinarians.net/documents/protect-canadas-pigs-from-african-swine-fever

MARCH IS NATIONAL TICK AWARENESS MONTH. IT'S OPEN SEASON ON TICKS! ARE YOU READY?

The expansion of blacklegged ticks into Canada has been a game-changer for veterinarians and pet parents. In just a few years, these parasites have gone from relative obscurity to being front page news. This rapid expansion creates a growing need to educate pet parents and update our parasite control protocols to address this emerging threat. As in previous years, the CVMA and Merck Animal Health have produced communication material and tools to help veterinary teams highlight ticks' unique seasonality, to update pet parents regarding the expansion of ticks across Canada, and to increase awareness of the One Health approach to tick control and Lyme disease prevention. Find more information here: canadianveterinarians.net/practice-economics/practice-tools-national-tick-awareness-month

WE HELP YOU ACHIEVE PERSONAL WELLNESS CVMA'S VETERINARIAN HEALTH AND WELLNESS RESOURCES

Wellness in veterinary medicine is important and should stay at the forefront of our minds. The CVMA complements currently available wellness programs and resources. You will find pertinent information from numerous sources to help support the well-being of veterinarians and students, focussing on education, awareness and prevention, in the CVMA website's Veterinarian Health and

Wellness section. Three new resources include an article on Reducing Stress and Depression During and After the Holidays, a link to Banfield's Suicide Prevention Training, and a link to SafeTALK Suicide Alertness Training. Visit: canadianveterinarians.net/veterinarian-health-and-wellness-resources

WE HELP YOU ACHIEVE A MEANINGFUL CAREER CVMA PRACTICE MANAGEMENT ARTICLE: THE DEMAND FOR ASSOCIATE VETERINARIANS: SURVEYING THE "SHORTAGE"

Over recent years, as the Canadian economy has picked up, veterinary hospitals have seen their revenues and net incomes grow, and the demand for associate veterinarians has climbed to new highs. This resulted in veterinary hospitals having increasing difficulty attracting veterinarians to job opportunities, leading some to believe there is a shortage. Read the full article by visiting the CVMA website's Practice Management Resources section: canadianveterinarians.net/practice-economics/practice-management-resources

The 2020 Provincial Suggested Fee Guides are Now Available! The CVMA website's Business Management Program section includes all of Saskatchewan's provincial economic reports, including the 2020 SK Provincial Suggested Fee Guides: canadianveterinarians.net/practice-economics/business-management

WE ADVOCATE FOR IMPROVEMENTS TO ANIMAL WELFARE. AMERICAN ASSOCIATION OF FELINE PRACTITIONERS RELEASES UPDATED FELINE RETROVIRUS GUIDELINES

On January 9, the American Association of Feline Practitioners (AAFP) released updated Feline Retrovirus Testing and Management Guidelines, which will be published in the Journal of Feline Medicine and Surgery. These Guidelines aim to provide current

information about feline retrovirus infections so veterinary practitioners may optimize their care of feline patients. Learn more: canadianveterinarians.net/news-events/

WE RECOGNIZE OUTSTANDING CONTRIBUTIONS TO THE VETERINARY PROFESSION
“IT’S TIME TO APPLAUD THIS COUNTRY’S VOLUNTEERS”- NATIONAL VOLUNTEER WEEK (APRIL 19-25, 2020)

National Volunteer Week is an opportunity to honour the veterinarians, veterinary technicians/technologists, and students who donate their time and expertise to various CVMA projects supporting Canada’s veterinary profession. An article in April’s issue of The Canadian Veterinary Journal highlights examples of our volunteers’ contributions, and ways you can get involved.

WE’RE WITH YOU EVERY STEP OF YOUR WAY

The CVMA and GoodLife Fitness Offer Members Discounted Gym Memberships Long hours, heavy workload, and poor work-life balance threaten the health and well-being of all veterinary professionals. Regular physical activity can help, and a healthier, happier life is one step away. The CVMA GoodLife corporate membership can save you up to 44 per cent off individual membership rates. Visit the CVMA website’s Member Benefits and Services section to learn more: canadianveterinarians.net/member-benefits

Questions or Suggestions?

Contact your CVMA National Office: Tel: 1-800-567-2862, or email admin@cvma-acmv.org. Contact your provincial Council Representative, Dr Tracy Fisher at sturm1@sasktel.net.

ON CAMPUS AT THE WCVM



Rayna Anderson, 2021

Happy New Year! I hope everyone enjoyed Christmas and took some time to sit back and rejuvenate. All students had a well-deserved break from classes, exams, and rotations. I had a lovely break, relaxing and spending time with family. Now that we are back for another semester, it feels like we were never gone at all!

We all jumped right back into campus life with many social events and club activities. The first week of classes featured Welcome Back Bowling and the third year Happy Hour. It ended with the WCVSA Winter Formal, which had the theme of The Roaring Twenties to celebrate the new decade. Many students took advantage of these fun opportunities before we are once again swamped with studying. Club labs have covered a wide range of interests, including poultry vaccination, nerve blocks, necropsies, and exotic animal handling.

Many of our students worked very hard to plan the 33rd SCVMA Symposium. We were happy to host students from the other Canadian vet schools for this fun event! There were many interesting lectures and wet labs showcasing what WCVM has to offer, along with providing great opportunities for learning. We welcomed guest speakers, Drs Cody Creelman, Keri Hudson Reykdal, and Terry Whiting to share some of their knowledge with us. This event also featured plenty of socializing, with tours, dancing, and a banquet to keep everyone entertained. I’m sure that many wonderful memories were made thanks to this event!

First- and second-year students continue to plod along through their many lectures, labs, and exams. We third-years have gotten to the fun part of classes: electives! So far, it has been great to learn more about our specific interests in greater detail and in a different learning environment. I’m hoping that the fourth-year students are enjoying their rotations this semester now that the NAVLE is behind them and they are getting so close to convocation! Students have some time off for February break, and then we are all back to classes until the end of April.

There has been a lot of uncertainty about the future of the college related to funding, class sizes, and tuition increases. We are eagerly awaiting answers to many of our questions on how exactly this will impact current and future classes. It has been great to see how open the college is with communicating what they know to the student body. I am very hopeful that many more students after me can continue to benefit from the education we are getting at such a well-recognized institution.

It’s quite easy for all of us to get bogged down in our studies and the heavy amount of material we must cover, but I think there is still a lot to look forward to this semester and this summer. Between social events, clubs, and lunch talks, there is always something going on to lift our spirits. With exciting opportunities in the summer, including Global Vets, clinical experience, summer jobs, travel, fourth year rotations, and vacations, we are a pretty lucky group of people with a great opportunity to chase our dreams. We just need to get through this crazy cold snap and it will be smoother sailing!

I hope you are all having a great start to the new decade. You’ll hear more from me in May!

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WCVM UPDATE



Dr Douglas Freeman

Western College of Veterinary Medicine

Since the Government of Alberta announced its decision to withdraw from the WCVM's Interprovincial Agreement (IPA) in 2017, our college has been developing new funding alternatives to help replace the loss of financial support from Alberta.

As part of these plans, the WCVM will add a new option to its admissions process for fall 2020 entry to its Doctor of Veterinary Medicine (DVM) program. The WCVM will offer between 10 and 25 open seats to students who meet the college's regional residency requirements. While priority will be given to students from British Columbia, Saskatchewan and Manitoba, a portion of open seats will be available to Alberta applicants.

Since these open seats will not be supported by the college's IPA, tuition rates for students admitted through non-IPA seats will be comparable to rates paid by Canadians who attend international veterinary schools (about \$67,000 per year).

This arrangement is based on a pilot program that the WCVM initially ran in 2018-19. While there was significant interest among Western Canadian applicants, the WCVM didn't admit any students through non-IPA seats for fall 2019 entry.

The program allows the college to support the needs of Western Canada. By running this program for 2020, our goal is to allow Western Canadian students to study closer at home and to encourage them to seek employment in Western Canada after graduation. The high demand for veterinary graduates across the West was evident during the WCVM's second annual career

fair in September 2019 where 56 practices — including 20 Saskatchewan-based veterinary clinics — came to meet veterinary students and discuss career options.

Depending on the response to the open seat process in 2020, the WCVM may continue offering the option to Western Canadian students as well as to international applicants — as requested by our provincial government partners. Recruiting international students requires a separate admissions process through the Veterinary Medicine College Application Service (VM-CAS) with additional criteria and an extended application timeline.

The college is developing other plans and funding alternatives that should also address the needs of the profession and college stakeholders. These might include increasing education opportunities for veterinary technology students and options for foreign-trained graduates.

HERE ARE A FEW OTHER KEY NEWS ITEMS AT THE COLLEGE:

Teaching excellence: Congratulations to WCVM professor and veterinary pharmacologist Dr. Trisha Dowling, who received the University of Saskatchewan's (USask) highest award for teaching at this year's fall convocation ceremonies. The Master Teacher Award was bestowed on Dowling for her unique approaches to teaching clinical pharmacology through the use of technology and different modes of delivering information, as well as her work creating the Mindful Veterinary

Practice elective for third-year students.

Curriculum renewal: After significant review and consultation, the WCVM will introduce a renewed curriculum for its DVM program in fall 2020. The update will begin implementing the competency-based curriculum that's under development in all accredited colleges. Clinical competency education and assessment involves increased use of simulation technology based in our BJ Hughes Centre for Clinical Learning. This centre was created with the support of Calgary businesswoman Bev Hughes who, along with her foundation, has contributed nearly \$900,000 to the WCVM.

Agribition supports learning: The WCVM has enjoyed a great partnership with Canadian Western Agribition over the past several years. As part of the event's Family Ag Pavilion, WCVM faculty, staff and students have delivered calving demonstrations to thousands of people using a bovine model called "Agnes" and her calf. The WCVM and Agribition, with support from the Government of Saskatchewan, purchased these valuable simulation tools that are used year-round in the college's BJ Hughes Centre for Clinical Learning. During the 2019 event, Agribition announced a further commitment to the WCVM and USask College of Agriculture and Bioresources through its support of the university's Livestock and Forage Centre of Excellence (LFCE). The organization has pledged \$100,000 over 10 years to support the centre's capital campaign and its annual producer field day.

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.

CLASSIFIED ADS

VETERINARIANS REQUIRED

ESTERHAZY

Twin Valley VHS is looking to hire a 3rd full time DVM in our growing mixed animal rural practice, who is determined to fulfill a career in a diverse caseload with all species. Opportunities exist to develop other specialties or individual interests, and duties of the associate can be adjusted according to their expertise. Our team is searching for a leader in animal care who values high quality medicine, is community minded, has strong client bonds and likes to work in a fun and supportive team environment, while maintaining a healthy work-life balance.

We pride ourselves in mentorship and in taking a team approach to difficult cases. Our support team includes RVTs, Vet Assistants, Customer Care Reps and kennel staff. New graduates or seasoned applicants are welcome. The future of buying in with business mentorship is a possibility for the right candidate who is also passionate about our practice philosophy.

Our facility has much of the modern equipment, is paperless, and strives to maintain a high level of customer service while practicing quality medicine in a friendly small-town atmosphere. Esterhazy is a community of 3500 with access to surrounding lakes in the valley, cross country ski trails, cross fit, a fitness center and coffee shop next door, snowshoeing and hiking.

If you are interested in hearing more about our values and philosophies along with our signing incentives, competitive wages, benefits, fair call rotations and continuing education allowance, please contact Dr Justin Noble at 306.745.6642, 306.740.8061 or twinvalleyvet@sasktel.net. Be sure to check us out on Facebook!

MELVILLE

Do you have an area of interest that you want to excel at? Dentistry, orthopedics, physical rehab, acupuncture? We want diversity and we want you to practice what you love. Interested in mentorship with a flexible on call schedule? Perhaps it's every third weekend on call and a few nights a month (or you can take more as compensation is paid for all calls seen outside of regular business hours). Low after hours call volume exists (average 3 to 5 calls per week) in mixed animal practice (65% SA and 35% LA).

Our amazing newly built facility accommodates in house DR xray (portable unit for all animals), DR dental xray and full dental cart, In house lab for CBC, CHEM and more (fructosamine, phenobarb etc). The majority of LA obstetrical cases are handled in clinic. Potential to earn more than \$85 000 per annum with paid licensing fees, continuing education allowance, group insurance plan (health, life and disability), staff discounts and more! Planning to retire one day? We also have a matched RRSP contribution into

the Saskatchewan Pension Plan. We offer a signing bonus of \$10 000 and can assist with some moving expenses.

Melville is a great, growing community with ample opportunities for family members to seek employment, play (regional and provincial parks are not far away, lots of kid and adult activities and sports) and enjoy life outside of work! You must be able to be licensed in Saskatchewan and Canada and have passed the NAVLE and CPE if you have training outside of the USA or Canada. This is not small town living and this is not your typical rural mixed animal practice! Visit www.melvillevet.com and check us out! We are also on Facebook, Instagram and twitter!

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

MOOSE JAW

The Moose Jaw Animal Clinic is looking for two full or part time veterinarians to join our progressive, well established mixed animal practice. Located in Moose Jaw, Saskatchewan, we have been providing the city and surrounding area with exceptional veterinary care since 1955. Our clinic has 5 full time veterinarians, 2 part time veterinarians, 7 RVTs, 4 receptionists, and a multitude of other support staff.

We also offer 24-hour emergency services that is currently shared evenly with another local vet clinic. We have a full in-clinic laboratory and care well equipped with diagnostic and medical equipment. Having moved to our new location within the last 10 years, we offer a spacious work area with updated small and large animal clinic layouts. This includes isolation rooms for small and large animal (with a separate entrance). We have also recently updated our x-ray (portable, stationary, and dental) and have new ultrasound machines for small and large animal. We also have some brand new orthopedic equipment that has never been used.

Present caseloads are approximately 35% large animal and 65% small animal (including exotics). We have an extremely friendly working environment with excellent staff. Offers include a competitive salary, four weeks paid vacation, a signing bonus (up to \$5000), yearly bonus, health and dental coverage, CE allowance, and paid dues. We also believe in advancing your education past the required CE needed by the SVMA.

If you feel like this is the right fit for you and want more information or would like to apply, please contact Dr Ramdath Changar at MJAC.C@sasktel.net, (306) 692-3622, (306) 630-6980.

MOOSE JAW

Bellamy Harrison Animal Hospital (BHAA) is under new management and we are looking to hire a fourth (and maybe fifth!) full time veterinarian in our exclusively

small animal practice. Two long time, young-ish associates have recently purchased the practice, so future buy-in is a definite possibility for candidates who love our progressive practice philosophy.

We are located in Moose Jaw, which is a friendly and thriving small city of 35,000. Moose Jaw is an easy 40 minute drive away down the Transcanada Highway from Regina, the capital city of Saskatchewan, where big city entertainment and spousal employment opportunities abound. Moose Jaw has a cozy small town feel where it's easy to build relationships with neighbours and clients. And we have plenty of restaurants, fitness clubs, and beautiful off leash dog parks. There are also great schools, libraries, and extracurricular activities.

New graduates or seasoned applicants are welcomed. Our multi-doctor practice allows for a team approach to challenging cases. We pride ourselves on helping our new doctors with any questions they may have. The practice is equipped with an in-house lab (Iddex), digital direct radiography, digital dental radiography, high speed dental unit, ultrasound, and anesthesia monitor. We offer an above average salary, paid continuing education, licensing fees, and generous medical and dental insurance.

BHAA takes great pride in offering exceptional care, in a friendly, fast paced, and enjoyable work environment. Coffee runs are easy, with a coffee shop on the corner. For extra enticement, we offer a \$5000 signing bonus, and a \$2000 moving bonus. Check us out on Facebook and by visiting our website www.bhah.com. Be sure to view our video section! Contact: Dr Natalie Preikschat, Bellamy Harrison Animal Hospital, 790 Lillooet St W., Moose Jaw, SK. S6H 8B4; phone: (306) 694-1639; fax: (306) 694-1920; e-mail: bhah@sasktel.net

OUTLOOK

Are you looking for a team that encourages the human/animal bond and preventative medicine while ensuring personal and family goals are fulfilled? Do you have a good work ethic? Do you like having fun while you are at work? Are you someone who knows what they want, and will recognize it when they see it? We may be the opportunity you are looking for.

Outlook Veterinary Clinic, a mixed animal practice located 85 km from Saskatoon, requires a veterinarian who is engaged in life and veterinary medicine. We are a 40% large animal/ 60% small animal practice serving the Saskatoon and Lake Diefenbaker regions.

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

PRINCE ALBERT

South Hill Animal Clinic in Prince Albert, SK is under new ownership and is currently looking for a full or part time veterinarian. We are a small animal only

clinic. Prince Albert is the third largest city in the province and located only 140 km north of Saskatoon. A short drive out of the city and you can be at the lake or National Park. There are so many opportunities, programs and activities here for you and your family.

We are a progressive clinic that is equipped with digital x-ray, surgivet surgical monitor, digital dental x-rays, mostly computerized files using Cornerstone software and in-house laboratory equipment. Here you will be able to pursue your areas of interest and be a part of the team by having your concerns, suggestions, and ideas considered. We offer competitive wages, paid CE allowances, paid licensing dues, services and products at cost, and group health care benefits.

Please send your resume to: ahsh@sasktel.net or phone 306-764-3011 for more information. We look forward to working with you!

REGINA

Veterinarian required! Our small animal clinic located in wonderful Regina is accepting applications for a full-time position. We are looking for someone willing to commit to our vision of a clinic that offers every possible service to our clients and the utmost care to our patients. We have a wonderful team of veterinarians and technicians ready to introduce you to our eventful practice where no two days are ever the same.

Are you ready for a challenge? We are one of a kind walk in practice that only makes appointments for surgery. We pride ourselves on always being available for our clients and patients on short notice and in their time of need. Our focus is exceptional patient and client care in a comfortable and accommodating environment. We encourage our veterinarians to pursue their special interests with paid CE opportunities and strive to provide a supportive setting for developing skills. Stress management capabilities would be beneficial due to our high patient volume and client demands.

Location highlights: Regina is a wonderful big city that strives to maintain our small town feel. We are located in the historical Cathedral district that has both old charm and new vibrancy. Arts, music, culture and food are all well represented within walking distance of the practice and the neighbourhood hosts the city's largest festival to honour these diversities. We are also steps away from Mosaic Stadium and our beloved Saskatchewan Roughriders!

Qualifications & details: Successful applicants must have, or qualify to obtain, a valid license to practice veterinary medicine in Saskatchewan and be aware of and adhere to SVMA Bylaws. The position's work week is negotiable, with varying eight-hour shifts and no emergency or on call. Benefits include medical and dental coverage, valuable

staff discounts. We offer a competitive salary and encourage new graduates and experienced vets alike to apply. Interested applicants should e-mail their resume to Michelle Achter at animal-clinicofregina@sasktel.net. Successful applicants will be contacted to arrange an interview.

REGINA

Albert North Veterinary Clinic is looking for a full or part time Veterinarian to join our team. New grads are welcome. We are a progressive, AAHA Accredited, full service small animal and exotics hospital. Our team currently includes 7 veterinarians, 7 technicians and 10 additional support staff. We strive to have a great teamwork atmosphere and a healthy work/life balance. Our facility is fully equipped to perform digital x-rays, digital dental x-rays, ultrasound, ECG, surgery, and has a full in-house Idexx lab system.

We are currently developing a new facility to accommodate our growing business! We are seeking a veterinarian dedicated to providing outstanding, compassionate care to our patients. Excellent communication skills and ability to work collaboratively with other team members is a must. We encourage our veterinarians to develop special interest areas and to grow professionally throughout their careers. There is no after-hours call, however candidates will be expected to work some Saturdays and at least one evening shift per week. We are open to offering an appointment only, or an appointment and surgical work schedule, based on your interests. We offer strong mentorship for new grads, with 2 - 4 Veterinarians typically scheduled at a time.

We offer a competitive compensation package, paid licence fees, VIN membership, continuing education allowance, a full benefits package (health/dental, life & disability) and generous staff discounts. To learn more about our hospital, visit us on the web at <http://albertnorthvetclinic.ca> or find us on Facebook. If you wish to join our fun-loving, energetic team, we would love to hear from you!

Please submit resume and cover letter to: Dr Tracy Fisher, Albert North Veterinary Clinic, 216 McIntyre St, Regina, SK, S4R 2L8. Phone (306)545-7211 or Email albertnorthvet@accesscomm.ca

REGINA

Wascana Animal Hospital is looking for a fourth veterinarian to join our dynamic team! We are a fully equipped, modern companion animal hospital located on the East side of Regina, SK. We are close to new developments, shopping and restaurants with a fantastic clientele! Our team values work-life balance and personal development. Our team is Fear Free Certified, positive and supportive! We also offer unique veterinary therapies such as acupuncture and laser. We offer a generous team discount program, paid dues and additional benefits! To learn

more about us visit www.wascanaanimalhospital.ca.

Please send your CV attention Drs. Potts & Ulmer to wascanaanimalhospital@gmail.com.

SASKATOON

Stonebridge Veterinary Hospital is looking for a veterinarian to join its team of 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@stonebridgevethospital.com Telephone:306 244 2815. Fax: 306 244 2817

SWIFT CURRENT

The South West Animal Health Centre (large animal) and Associate Pet Hospital (companion animal) are looking for Large, and Mixed animal veterinarians to join our team in Swift Current, Saskatchewan, Canada. Swift Current is a small city of eighteen thousand on the prairies of south west Saskatchewan. It is located on the Trans Canada highway only 2.5 hours from Regina, and 4 hours from Calgary, AB.

These clinics are established, reputable, and growing. We pride ourselves on providing excellent customer service and patient care, and at the same time, strive to provide work-life balance, in a supportive team atmosphere for our employees. The small animal facility was built in 2018 and has all of the equipment necessary to provide excellent companion animal medicine and surgery. The large animal clinic primarily does beef cow/calf work, with some dairy, equine, and feedlot work and is stocked with bovine and equine reproductive ultrasounds, as well as access to in house lab equipment, digital radiography, and endoscopy.

The compensation package consists of a competitive base salary, production bonus, on-call stipend, after-hours fees, CE compensation, licensing fees, and a group insurance policy (disability, life, dental, health, optometrist). Depending on the level of experience of the applicant, this compensation can easily accumulate into a six-figure annual salary. Moving expenses negotiable. On-call duties involve two vets being on-call each night, one for large animal and one for small animal (allowing us to have positions available for strictly large or small animal veterinarians). Our veterinarians generally have 1 in 4 call, depending on staffing. There is potential for practice ownership for interested veterinarians. New grads are welcome to apply, supportive mentorship and teamwork is a priority. Swift Current is a great little city to call home. www.swiftcurrent.ca Please contact Dr. Sarah Allin (sarahal-

lin01@hotmail.com) or Dr. Glen Griffin (gtg799@mail.usask.ca) with any questions or to send resumes. We would love to hear from you!

WEYBURN

Looking to find a place to call home? Find it in southeast Saskatchewan. Weyburn was named the best city to live in on the prairies by MoneySense magazine. Take this opportunity to come live and work here. Prairie Animal Health Centre Weyburn is seeking a mixed animal veterinarian. Full time or part time, you decide! We get it, there is more to you than work.

Grow your network of colleagues while growing your skills. Our network of three clinics is a definite asset, opening up access to more minds, more skill and more opportunities.

Bring your clinical skills and a great attitude and help us deliver exceptional care and client service. Be part of team where you are valued. Our practice size allows for specialization in certain species/services while maintaining the ability to share on-call. That's right the dreaded on-call word, we know it's the worst but we try to take the ick out. You are paid to be on-call; we share it between two clinics to reduce the load and are always looking for ways to improve the system.

No great team is complete without a few tools to make the magic happen. PAHC has what you need digital dental radiography, CR radiographs, ultrasound, video otoscopy, Abaxis HM5 and VS2 and a paperless Avimark practice.

You will have the opportunity to make an exceptional salary with lots of perks. PAHC insists you seize the day and take full advantage of your CE opportunities.

Check us out on our website at prairie-animalhealthweyburn.com and the City of Weyburn at weyburn.ca. Better yet, don't delay- send me your resume or call and ask questions. Contact info: Kristin Caldwell, CVO/RVT at kristincaldwell@pahc.ca cell 306-861-3487. We can't wait to meet you!

TECHNOLOGISTS REQUIRED

PRINCE ALBERT

South Hill Animal Clinic in Prince Albert, SK is now under new ownership and is currently looking for a full or part time RVT. We are a small animal only clinic. Prince Albert is the third largest city in the province and located only 140 km north of Saskatoon. A short drive out of the city and you can be at the lake or National Park. There are so many opportunities, programs and activities here for you and/or your family.

We are a progressive clinic that is equipped with digital x-ray, surgivet surgical monitor, digital dental x-rays, mostly computerized files using Cornerstone software and in house laboratory equipment. Here you will be able to pursue your areas of interest and be a

part of the team by having your concerns, suggestions, and ideas considered. We offer competitive wages, paid CE allowances, paid licensing dues, services and products at cost, and group health care benefits.

Please send your resume to: ahsh@sasktel.net or phone 306-764-3011 for more information. We look forward to working with you!

REGINA

Wascana Animal Hospital has a unique clinic culture that is welcoming and supportive. Our companion animal hospital is located in east Regina, SK close to new developments and all major amenities. We value work-life balance and personal development. Our team is Fear Free certified and proud to offer additional complementary therapies such as laser and acupuncture. To learn more about us visit www.wascanaanimalhospital.ca. Please send your CV attn: Drs. Potts & Ulmer at wascanaanimalhospital@gmail.com.

REGINA

Do you love the idea of coming to work every day and enjoying what you do working with animals? We do too! Careport Animal Hospital is an AAHA accredited hospital and we care about our team having a work-life balance, which means no after hours or on call, no evenings, and limited weekends. We carry out our vision by working together in a positive, approachable, supportive, and respectful way to create a stress-free environment for our patients, clients and team.

Careport Animal Hospital is seeking a full-time or part-time RVT/RAHT to join our small animal hospital. We are a progressive hospital that is fully equipped with digital x-ray, dental x-ray, digital lab equipment, surgical laser, therapy laser, ultrasound, ultrasonic dental unit and electronic medical records. We are looking for an individual who enjoys working in a fast-paced environment, learning new technologies, practicing quality medicine, and taking the time to provide an exceptional customer service experience to our clients and their pets.

At Careport Animal Hospital, our team is our most important resource, what this means is that you will have the opportunity to work a reduced work week (four 9 hour days) with a rotation of some Saturday mornings. Additional benefits include a great health/dental plan, continuing education, staff discounts, and scrub allowance. Wage is commensurate with experience.

To apply, please send a resume and cover letter to Nicole Jones, 4645 Rae St, Regina, Saskatchewan, S4S 6K6, or by email: operations.careport@sasktel.net. 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!

CLASSIFIED ADS

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

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 be a supportive team member. Experience is an asset, but new grads are welcome and encouraged to apply. Wages are based on experience and benefits are available after 3 months of full-time employment.

Please submit resume to Dorrie at dorrie.cpvs@gmail.com.

PRACTICES WANTED

REGINA

Are you thinking about your exit plan for your established veterinary practice in or around Regina Saskatchewan? Hoping for a local veterinarian (not a large corporation) to purchase your practice and continue with the great patient care your clients have come to know with your well run clinic? Please contact us at jlt491@mail.usask.ca for more information.

PRACTICES FOR SALE

PREECEVILLE

Mixed Animal Practice located in Preeceville, Saskatchewan. This is a vibrant community with an abundance of small lakes, boating, fishing, excellent hunting, groomed snowmobile/ cross country ski trails and camping. Preeceville has a curling rink, hockey arena, hospital, library, fitness club, dancing club, figure skating club, Kelsey Ecological Society, Grade 1-12 school, veterinary clinic, farm machinery dealers.

Municipal vet clinic available at reasonable rent. Travel subsidy available. Excellent business, excellent clients. Prefer to sell! Might consider temporary employment while individual assesses the practice. Must be capable of both large and companion animal services. Dr Richard Krauss Phone: 1-306-547-2105 Fax: 1-306-547-2193 Email: preecevillevet@sasktel.net

STOUGHTON

Successful Mixed-Animal Clinic in South-Eastern Saskatchewan for Sale! Successful and well-known animal clinic with long history in the community for

sale as the current owner is looking to retire. This profitable clinic has been serving the local and surrounding community for over 100 years and has a very strong and stable financial track record as well as a large, stable customer base. The current owners have maintained and updated the clinic and equipment with continuous capital investments, and the beautiful clinic is turn-key and ready for anyone stepping in.

Serious inquiries only please to Jason Zhao, CPA, CA, CBV Virtus Group Chartered Accountants and Business Advisors Tel: (306) 337-3046 Email: jzhao@virtusgroup.ca.

EQUIPMENT FOR SALE

EBENEZER

Retired from practice, have the following items for sale: Clay Adams Triac Combined Centrifuge; Tuttner Counter-top Water Distiller; Vetrosan/L&R Ultrasonic Cleaner; Boekel Microplate Incubator; Super-Jet Dehorner (cuts up to 3 1/2" diameter horn); Oster Shear-master Clippers; Sunbeam Clippers; Syscan Livetrack RFID Long Wand Reader, batteries & charger; Electro-ejaculator (manual); Cincinal Refractometer; all items reasonably priced. Contact Dr Kenn Wood email: dr.kwood@sasktel.net; ph 306-782-0169

**LOOKING
for a veterinarian?**

An RVT?

A VOA?

A locum?

How about volunteers?

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

Save the Date May 20 & 21, 2020

Delta Hotels by Marriott South Edmonton
Conference Centre

Don't miss the One Health Antimicrobial Stewardship Conference in Edmonton featuring Keynote Speaker, **Tim Caulfield**. The theme for 2020 is One Health opportunities for antimicrobial stewardship in animals, humans and the environment.

Tim Caulfield

Author and host of the Netflix series
A User's Guide to Cheating Death



One Health Antimicrobial Stewardship Conference

Alberta 2020



Call for posters: Jan. 15, 2020 Poster abstracts deadline: Feb. 28, 2020. Details and information coming in January 2020 at www.ohab.ca/one-health-2020

Hosted by the Alberta Veterinary
Medical Association





MEMBERSHIP CHANGES



VETERINARIANS

GENERAL

De Rantere, Debbie F.R. 10/28/19

T-GENERAL

Cruz Villagran, Claudia 01/01/20
Joy, Faustin 01/01/20

SHORT TERM TO GENERAL

Erickson, Dorothy E. 01/01/20
Johnston, Jennifer L. 01/01/20
McInnes, Laura Joan 01/01/20
Stirton, Sara 01/01/20

SABBATICAL TO GENERAL

Dhillon, Jasmine 01/01/20
Wauer, Samuel V. 01/01/20

GENERAL TO SHORT TERM

Bellamy, Cheryl A. (30 Day) 01/01/20
Carmalt, Kathryn (30 Day) 01/01/20
Christie, Kimberly (30 Day) 01/01/20
Durovick, Carmen E. (30 Day) 01/01/20
Fan, Vivian (30 Day) 01/01/20
Fuchs, Maria (90 Day) 01/01/20
Gwillim, Samantha (30 Day) 01/01/20
Halter, Kirsten (30 Day) 01/01/20
Mckechnie-Harney, Shana M 30 Day 01/01/20
Merth, Glenn P. (30 Day) 01/01/20
Podborochynski, Rachel (30 Day) 01/01/20
Rissling, Kirstie (30 Day) 01/01/20
Shwaluk, Theodore (30 Day) 01/01/20
Sims, Erica M. (30 Day) 01/01/20
Stasiak, Iga (60 Day) 01/01/20
Taylor, Kathleen L. (90 Day) 01/01/20
Watkiss, Ellen (30 Day) 01/01/20

T-GENERAL TO T-SHORT TERM

Murphy, Lindsay (60 Day) 01/01/20

T-SHORT TERM

Culligan, Erin K. (30 Day) 11/04/19
Dmytriw, Michelle (30 Day) 01/20/20
Douglas, Gregory (30 Day) 01/01/20
Mandrusiak, Daren Feb 17-22/20

LIMITED GENERAL

De Oliveira Costa, Matheus..... 01/01/20

T-Limited General

De Oliveira Ribeiro, Gabriel 01/01/20
Fredette, Breanne 12/01/19

T-Limited Short Term

Brown, Lawrence (30 Day) 10/28/19
Johnson, Jacob (30 Day) 01/06/20

LIFE-PRACTISING TO LIFE PRACTISING SHORT TERM

Bellamy, Robert T. (30 Day) 01/01/20

GENERAL TO SABBATICAL

Blager, Melanie 01/01/20
Hamblin, Brie 01/01/20
Lohmann, Katharina 01/01/20
Rubin, Joseph Elliot 01/01/20

SHORT TERM TO SOCIAL

Just, Arlene P. 01/01/20

SABBATICAL TO SOCIAL

Bugg, Michael 01/01/20

LIFE PRACTISING TO LIFE NON-PRACTISING

Hamilton, Donald L. 01/01/20
Laing, Robert J. 01/01/20
Wood, Kenn G. 01/01/20

RESIGNED

Anderson, Kevin 12/31/19
Ariza, Cristian 06/30/19
Barrera Zarate, Javier 12/31/19
Burbridge, Wanda L. 12/31/19
Cantin, Gerard W. 12/31/19
Cathcart, Curtis 12/31/19
Colodey, Catherine Emily 12/31/19
Davis, Cory 12/31/19
Dressell, Tannis 12/31/19
Dupmeier, Ted K. 11/26/19
Fenton, Heather 12/31/19
Goodman, Larissa J. 12/31/19
Griebel, Elizabeth 12/31/19
Harasen, Gregory L.R. 12/31/19
Hawkes, Kimberley 11/30/19
Janzen, Robert E. 09/03/19
Jurasek, Megan 12/31/19
Kozii, Ivanna 12/31/19
Koziy, Roman 12/31/19
Habermehl, Ken C. 11/30/19
Kumagai, Leslie 12/31/19
Lazzarotto, Arthur 12/31/19
Lewis, Kerrie 12/31/19
Mavedati, Omid 12/31/19
Montgomery, James 12/31/19
Mooi, Aaron 12/31/19
Parks, Gregory 12/31/19
Rattan, Ekta 12/31/19
Saucedo, Miguel 12/31/19
Stevens, Robin 12/31/19
Rusnak, Jillian 12/31/19
Vanravenstein, Steven 06/30/19
Wojnarowicz, Chris 12/31/19
Yoshimura, Seiji 07/15/19
Zhang, Maodong 12/31/19

VETERINARY TECHNOLOGISTS

T-ACTIVE TO ACTIVE

Friesen, Chantel 11/21/19
Ng, Mabel 12/4/19
Szauner, Brittany 12/4/19
Jenkins, Alyssa 12/4/19
LeCuyer, Jesse 12/4/19
Maine, Emily 12/4/19
Beaulieu, Desiree 12/4/19
Skotheim, Morgan 12/4/19
Custer, Kyla 12/5/19
Matieshin, Lianne 12/9/19
Moore, Sarah 12/9/19
Thimm, Shelby 12/9/19
Zimmer, Kirby 12/9/19
Campbell, Julie 12/11/19
Edwards, Erica 12/11/19
Wilson, Penny 12/11/19
Morgan, Marlayna 12/12/19
Penner, Courtney 12/12/19
Cleaveley, Emily 12/12/19
Corey, Kabrina 12/17/19
Antonenko, Meisha 12/17/19
Crowe, Kolina 12/17/19
Reimer, Cherise 12/17/19
Wiley, Tasha 12/17/19
Zillman, Jamie 12/18/19
Grimes, Sarah 12/18/19
Anderson, Ashley 12/18/19
Elmy, Haley 12/18/19
Matheson, Paige 12/18/19
Wall, Kaylee 12/20/19
Fries, Abigail 12/20/19
Forsgren, Jenna 12/20/19
den Dunnen, Celine 12/20/19
Pastoor, Brandee 12/20/19
Fagnou, Sabrina 12/20/19

T-ACTIVE

Schnell, Mariah 10/31/19
Duncan, Krista 12/20/19
Cuzner, Lauren 01/17/20

PROVISIONAL TO ACTIVE

Martin, Kalli 12/20/19
Bradley, Tori 12/20/19
Lubovicki, Lacey 12/20/19
Rhode, Lea 12/17/19
Wylde, Brittany 12/20/19
Fournier, De Vawn 01/17/20

SHORT TERM (30 DAYS)

Hebson-Schweitzer, Roberta 12/20/19
Falcon, Jennifer 12/20/19
Gillam, Khalayla 12/20/19

Dorsey, Abigail 12/20/19
Budding, Taylor 12/20/19
McMullen-Van Meer, Pam 12/20/19

ACTIVE TO SOCIAL

Parsons, Sandy 01/01/20
Schiffer, Adriana 01/01/20
Hlady, Shanna 01/01/20
Getz, Kaylee 01/01/20
McKay, Taryn 01/01/20

STUDENT

Zaleschuk, Emily 12/05/19

RESIGNATION

Andrew, Samantha 12/31/19
Johnson, Susanne 12/31/19
Johnston, Rebecca 12/31/19
Murray, Brittany 12/31/19
Eide, Alicia 12/31/19
Rangel, Carla 12/31/19
Ortman, Dakota 12/31/19
Migneault, Amanda 12/31/19
Riley, Derek 12/31/19
Skopyk, Sari 12/31/19
Fehr, Meghan 12/31/19
Schnell, Mariah 12/31/19
Preece, Tarrah 12/31/19
Dunn, Shannon 12/31/19
Lindenbach, Alicia 12/31/19
Tebb, Brandi 12/31/19
Van Beelen, Emily 12/31/19
Lomsnes, Shelby 12/31/19

NAME CHANGE

Moellenbeck, Raylene to McDonald, Raylene 11/20/19

Senger, Kristin to Schumacher, Kristin 11/20/19

Rosluk, Connor to Tuttosi, Connor 11/20/19

Shirazi, Christine to Nameth, Christine 12/04/19

Rafa, Rebecca to Christianson, Rebecca 12/04/19

Small, Amy to Brossart, Amy 12/04/19

WISHING YOU A SWIFT RECOVERY



Baytril® 100 starts treating BRD* in under 1 hour, so cattle get well soon.

Bovine Respiratory Disease (BRD) threatens the health and earning-potential of your cattle. With proven BRD bacteria-killing activity[†], Baytril® 100 concentrates in the lungs where it is needed most, getting cattle back on feed fast.

- In less than 2 hours, Baytril® 100 reaches therapeutic levels for common BRD pathogens
- After treatment, cattle feel better and return to feed
- Cattle are less likely to relapse, relative to most other treatments, when treated with Baytril® 100¹

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* via BRD pathogens: M. haemolytic, P. multocida

[†] O'Connor et al. A mixed treatment meta-analysis of antibiotic options for bovine respiratory disease – An update. *Prev Vet Med* 132 (2016) 130-139.

