

# News & Views

NOVEMBER/DECEMBER 2010



- The Goat Vet**  
– Excerpts from an African Adventure P. 6
- Veterinarians and The New Animal Care Act** P. 8
- Peer Review Process**  
– How complaints are resolved P. 9

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**NEWS & VIEWS  
PUBLICATION INFORMATION**

*News & Views* is the members only newsletter of the Manitoba Veterinary Medical Association.

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# President's Message

## Dr. Brad Chappell

MVMA staff and council are busy reviewing and updating the terms of reference for all MVMA committee and liaison positions. Once complete and approved by MVMA council, these policies will be shared with all members and placed on the MVMA website in the association policy and procedure manual. The MVMA committee, representative and liaison terms of reference will be reviewed at the Annual General Meeting the evening of Feb 4<sup>th</sup>, 2011.

I would like to thank Dr. Chris Kranendonk for attending both the Saskatchewan and British Columbia Annual General Meetings and The Western Presidents Meeting while I was away on holidays. The cosmetic surgery by-law at the SVMA AGM produced good discussion amongst members; this bylaw was narrowly defeated. Congratulations to the BCVM on the first AGM as the College of Veterinarians of British Columbia

The MVMA council has begun establishing its association goals for 2011. If you have any suggestions, please do not hesitate to contact one of the councilors.

Take care,

Brad Chappell BSA, DVM  
 bchappell@shpswine.com

**A**s I am writing this note to the membership, snow has fallen and winter has arrived. The MVMA continues to move forward on a number of initiatives.

I would like to start off by welcoming Simone Gillies, the MVMA's new communication and regulatory associate. When you are calling on the association office please remember to stop in and say hello to Simone.

On November 4<sup>th</sup>, the representatives from the association met with Dr. Allan Preston, Assistant Deputy Minister with Manitoba Agriculture, Food and Rural Initiatives. Dr. Preston provided updates on the MVMA's 2008 proposed veterinary pharmaceutical regulations (including making all veterinary drugs prescription-based in Manitoba) and veterinary incorporation. Other topics of mutual interest were also discussed. The required changes to the *Animal Disease Act* (relating to veterinary pharmaceutical regulation), and the *Veterinary Medical Act* (relating to veterinary incorporation), look promising, and we anticipate these will be enacted in 2011.

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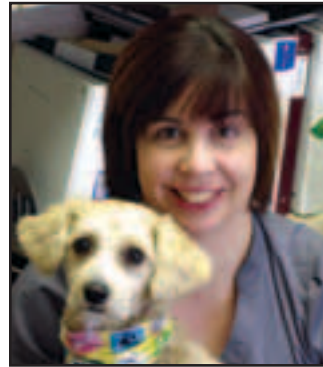


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## General Manager & Director of Communication and Advocacy Report

**M**erry Christmas, happy Hanukkah, and season's greetings to everyone! I hope everyone will have an opportunity to take some time away from work and create special memories with their families and friends. With five and two-year-old sons, my Christmas has become very fun again!

The office is very busy preparing for the 2011 Winter Conference and Annual General Meeting. Mark your calendar – February 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup>. The weekend is a great opportunity to connect with colleagues and earn CE close to home. I am very excited about this year's speakers; it is shaping up to be an excellent conference. Additionally, the AGM is your opportunity to speak up about the association's activities. Let your voice be heard!

A very important part of the weekend is the acknowledgment of our sponsors and tradeshow exhibitors. I am already going to start nagging.... **Go visit the tradeshow.** Thank the exhibitors for supporting our conference. Then take an extra few minutes to chat with our incredible corporate sponsors. Year after year, our sponsors and exhibitors tell us MVMA members do not visit the tradeshow. They are starting to express concern that there is no value in sponsoring the weekend. Remember, their sponsorship offsets the cost of CE throughout the year. If sponsorship revenues decline, there will be an increase in the cost of CE.

I want to extend a very warm welcome to Simone Gillies who joined the MVMA in October as the Communication & Regulatory Associate. Simone brings to the MVMA her extensive experience in internal and external (broadcasting) communications, event planning, and sales and marketing. I am excited to have Simone here and this permanent position will allow extra time to focus on high level projects left on the back-burner over the past few years.



If you stop by the office, you will likely meet our other four-footed "new staff members". Michelle started bringing "Indigo", her bull mastiff, to work in August. I adopted "Huey", a poodle mix, from Animal Services in October and on most days he joins me at the office. "Winnie", Simone's lab/border collie mix (also from Animal Services), has joined our pack as well. It was a little crazy at first, but with some ground rules, (and baby gates), the dogs bring a lot of joy to our day and a little bit of exercise at lunch.

Wishing everyone a happy and prosperous 2011. Cheers! Andrea 🐾

*Andrea Lear, General Manger & Director of Communication & Advocacy*

## Ask the Registrar



As our thoughts move toward the holiday season with “visions of sugar plums dancing in our heads”, it appears many of the MVMA members are also thinking about their Continuing Education (CE) ... judging by the number of calls and e-mails I have received in the last few weeks. Come January, I will be

checking my list of audited people with care to see who has been “naughty and nice”. For further clarification on CE, I have included the original article from the spring *News and Views* and have made a few additions.

Continuing education (CE) is defined as a scientific or non-scientific program that can be justified to be within the scope of veterinary practice. The MVMA does not “pre-approve” CE programs. MVMA members must use the “Guidelines for MVMA Sponsored Approved Scientific Programs” (see below) to evaluate if a course meets the MVMA criteria and be able to defend the program should they be audited.

### MVMA CE requirements

**2010:** Only 10 credit hours are required by December 31, 2010

**2011 and subsequent years:** 15 credit hours per accumulation period (a single calendar year is January 1, to December 31).

### Carry Forward of CE hours

Excess credit hours may be carried forward, but only into subsequent CE accumulation period. Credit hours to be carried cannot exceed 15.

**Example:** *In 2010, you require 10 credit hours. If you earn 12 credit hours, two can be carried into 2011. In 2011, you require 15 credit hours. If you earn 18 credit hours, plus the two carried over from 2010, you now have 20 credit hours. Five of the credit hours you gained in 2011 can be carried over into 2012.*

Each member should keep proof of their accumulated CE credit hours for the intended time period. For example, if you have accumulated 25 hours in 2010, you can carry forward the extra 15 hours for the upcoming year. Since you are using these credits over a two year span, keep proof of CE credit should you be audited in either or both years.

### Disciplinary Action for non-compliance

Those members who are selected for an audit of CE requirements and are found not to be in compliance with the requirements shall:

- (i) Automatically be selected for audit on the next audit date;
- (ii) Be assessed a fine of up to \$500.00;
- (iii) Have added to their CE requirement for the next Accumulation Period an amount equal to the number of hours which they were found to be deficient in the current period; and
- (iv) Potentially be referred to the Peer Review Committee for false misrepresentation

The onus is on the member to submit proof of CE when required to do so. Should you be requested to submit your CE, and you think your CE is questionable, (in its relevance or your scope of practice), please submit a letter with proof of CE setting out why you think this CE should be accepted. This practice need only be invoked should you be requested to submit proof of CE, i.e. due to an audit.

For December 31st, 2010, only those members who were audited in January 2010, and were advised to provide proof of CE by December 31st, 2010, need send it to me. All others will have to wait to see if they are audited in January 2011. Good luck!

### Guidelines for MVMA Sponsored/Approved CE Programs

In order for continuing education programs to be recognized by the MVMA, they should focus on topics that are:

- Supported by applied or basic research
- Presented in peer review literature
- Presented by an accredited school of veterinary medicine or nationally recognized organization or institution.

Speakers for the MVMA recognized continuing education programs should be suitably qualified to speak on the topic presented (i.e. board certified, PhD, have research experience, or have evidence of advanced knowledge/skills as demonstrated by past lectures, publications or clinical experience/training). Although individuals with a veterinary background are preferred, the MVMA realizes that recognized experts in some fields might have an alternate education background.

### Program Format for Continuing Education Credits (CE Equivalency):

- 1) Seminars, conferences, wet labs, workshops, distance education or learning, on-site study visits to accredited veterinary school – 1 credit per hour.
- 2) Independent study (i.e. computer on-line, CD-Rom, DVD, journals, continuing education articles) approved by Registry of Approved Continuing Education ([www.aavsb.org//RACE/](http://www.aavsb.org//RACE/)). Credits are assigned by course designers.
- 3) Post-doctoral degree programs/fellowships at accredited veterinary schools, writing NEB examinations – 30 credit hours at completion of the program.
- 4) The council, group or person it designates, may accept other CE formats for credit upon written request if it is justified to be within the scope of veterinary practice.

*I would like to take this opportunity to wish you all an enjoyable and safe holiday season!* 🐾

Michelle Martin-Strong, MVMA Registrar





## On Campus at WCVM

**H**i everyone!  
I would like to welcome back all veterinary students to the WCVM, and give a special welcome and congratulations to the new first year class of 2014! I hope their veterinary student careers will be as

exciting and fun as it is for me.

Classes and labs started right away on the first day back, with third year students thrown into palpation labs. These labs run for seven weeks, giving students exposure to rectal palpation of bovine and equine species, and giving us a chance to practice retraction of the bovine uterus, identification of ovarian structures, palpation of pregnancy and use of the ultrasound machine.

In staff news, Elaine Angielski, who has worked in the admissions office for more than 40 years, retired this September. Elaine organized student interviews and coordinated other student affairs. Students rallied together to give her a send-off gift of a travel voucher and a tree planted in her name. A big thanks to Elaine for all the years of great work she has done for the college! She will be greatly missed and not easily replaced, as four new people will be hired to take on all the roles of her one position.

As you know, the college has been undergoing many of changes. Modifications to the curriculum will better align lecture topics amongst the classes, and elective classes have been incorporated into the third year. As well, there have been major renovations of the college and Veterinary Teaching Hospital. These upgrades were looked upon very highly during this year's College Accreditation visit from Oct 3<sup>rd</sup> through Oct 8<sup>th</sup>, 2010. The accreditors took into consideration the programs, curriculum, students, staff and facilities. They were very complimentary of our college, and had no major issues to discuss during the exit interview. The draft report will be coming out in the next couple weeks, and the Council on Education will make their final decision in March. With comments like, "We are very fortunate, and if we take advantage of our talented people, resources, health science partnerships and broad support on and off campus, we are well positioned to become one of the very top colleges of veterinary medicine," (as paraphrased by Dean Freeman), and "You [WCBM] really hit a home run on this one," from accreditors, I think the accreditation report will go well!

Alex Garroni

*Submitted by Alex Garroni, WCVM Student Representative for the MVMA*

## Council Chat

Next meeting Wednesday, December 15, 2010

### September 1<sup>st</sup> Meeting

Council discussed a concern raised with the registrar that instead of referring cases to diplomates, veterinarians are performing procedures beyond their scope of training/knowledge and this may result in complications and/or animal welfare issues. Council requested the registrar meet with all Manitoba diplomates to determine the extent of this problem and review potential solutions.

### October 13<sup>th</sup> Meeting

Representatives from OnBusiness Solutions attended the council meeting and presented the July 1<sup>st</sup>, 2009 to June 30<sup>th</sup>, 2010 financial statements. For this and the next fiscal year, a review of the MVMA financial statements will be conducted with a full audit being completed July 1<sup>st</sup>, 2011 to June 30<sup>th</sup>, 2012. The Statement of Revenues and Expenditures ended the year at -\$41,664.00. This was related to higher than normal legal expenses (i.e. request to government to change the Act to allow veterinarians to incorporate, as well as a peer review matter); changes in salaries; and a decrease in sponsorship. The MVMA had already anticipated a \$52,000 deficit in the 2009 to 2010 budget. The July 1<sup>st</sup>, 2010 to June 30<sup>th</sup>, 2011 budget projects a \$1,800 surplus. A decrease of approximately \$215,000.00 was shown on The Statement of Financial Position. This related to a change in how the equipment at the Provincial Veterinary Lab is being depreciated. (FYI, The MVMA was a facilitator for a grant to purchase equipment for the lab. This equipment has been reflected on the MVMA's financial statements, even though it is considered to be owned by the lab. Our accountant advises it is better to depreciate the equipment to remove it from our books rather than transferring it to the lab.) Council approved the 2009 – 2010 financial statements.

### November 17<sup>th</sup> Meeting

The updated MVMA Staff Human Resource Policies were approved by council. These will be posted on the MVMA website with other policies shortly.

Council was informed the amalgamated version of the PIPS by-laws has been passed by mail vote. There were some grammatical corrections identified by membership, but there were no votes against the new by-laws. These go into effect immediately.

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# KENT

## THE GOAT VET

My name is Kent Weir and I am a young veterinarian trying to share my knowledge overseas. I am here for my second time in Mbarara, Uganda partnered with the Foundation for AIDS Orphaned Children. This time I am following up on the work I did with an organization called "Veterinarians Without Borders" over two years ago. I'm looking forward to catching up with old friends, meeting new ones and seeing where the project is now at.

### The Countdown: On the Road...uhhh...Plane Again

Canada - Friday, September 10, 2010

Well here I am...four days and I fly back to Uganda. Hard to believe it was two and half years ago I was there. Parts of me feel like it was just yesterday; other parts of me feel like I was never there at all. I am so looking forward to seeing the looks on those people's faces when I come waltzing up in the middle of town.

I will be heading back to the town of Mbarara, and doing some unofficial work with the same project I was working with before [Veterinarians Without Borders]. My plan is to do a few community meetings on the benefits of goats and particularly goat's milk, goat monitoring and inventory.

And some serious visiting.

Last time I was in Uganda, I didn't take as much time as I should have to just enjoy the life. This time I hope to do a little more. I also look forward to seeing how much the children have grown - if they recognize me that is.

I really hope to share with you this amazing adventure and I feel blessed to be even given this much time to leave my job.

Lesson for today: Many people asked me how to pronounce Muzungu\* when I got home last time. So here you are - Mah-Zoon-Goo

\*A central and eastern African term for "white person".

Due to limited space, we have provided significantly edited excerpts from Dr. Kent Weir's Blog. We highly recommend you visit to his blog <http://goatvet.blogspot.com/> to see all of the photos and read all of his entries. Additionally, if you have a blog or story to share, please contact Simone Gillies at [sgillies@mvma.ca](mailto:sgillies@mvma.ca)



The game was entitled "Kick and Throw as Many Balls as Possible at the Muzungu."



People love that a Muzungu will eat in one of their restaurants.



## Day Ten: Definite Improvements

Mbrara, Uganda - Sunday, September 26, 2010

Well, I have been out in the field for a couple days now and things here are really looking great! I am so impressed and even proud of these women and children. So many of them are taking what they have learned from our training and have really put it to work.

Perhaps the one who has really impressed me the most so far is Franklin. When I left her here 2 years ago she had one pig, sugar cane and some matooke\* in her plantation. She has worked so hard over these past two years and today is at a whole new level. As of last week she still has her matooke; her sugar cane crop has increased likely by 10-20 times; she has an amazing cabbage patch, carrots, coffee, papayas, oranges, and chickpeas. On top of it all she is making REALLY good profits from all of this. From the last cabbage crop she got a total of 150,000 UGX (\$65.00 CDN) -- That's a HUGE income here.

It was so encouraging to see and was a great start to my field work. \*Refers to the plantain or plantain banana in Uganda, where plantains are a staple crop.



## Day Eleven: I Wanna Hold Your Ha-a-a-and!

Mbrara, Uganda - Monday, September 27, 2010

Ugandan men have to be one of the most touchy-feely groups of men around, and it doesn't take long to find out. I was getting more comfortable with it by the time I was ready to leave the last time I was here. But now, I find myself back at square one.

I was reminded of this when I was picked up from the airport by one of my friends. We greeted one another with a hug and hello, and then left the airport holding hands, totally cool and casual. Then the other day I went to take my friend for lunch. I went to his place of business and we walked down the street holding one another's hands. Okay I should rephrase....him holding my hand, my hand hanging awkwardly at my side. Oh, it's no big deal... it was only a 8 to 10 minute walk...? Oh, and inter-digitating? What other way is there to hold hands? Totally fine right? Yeah, that's what I thought too.

It is a really different part of culture we, as North Americans, associate with something bad. So when it happens here, your instinct is to feel very awkward and to pull away. However, it is a shame showing "brotherly love, as they call it in Uganda, is so taboo in Canada. We could likely learn a little from these people, become a little more vulnerable and letting down some of our macho walls.



Janet's mother and the once very sick dairy buck!

## Day Seventeen: A Snapshot of My Day...

Mbrara, Uganda - Sunday, October 3, 2010

I love seeing what people spend their days doing, and I always learn a little more about village life each day. I thought I would show you a few pictures of an average day here in Mbrara.

I usually work in the office for the better part of the morning as people are always out in their fields trying to beat the heat. They usually dig from about 6 or 7 am until 11 or noon. The afternoons are then so hot they can't really work, so they pass the time doing various activities. Some people just sit listening to radios, some prepare meals, some make crafts, and unfortunately, a lot of the men drink. It's actually quite sad, but seeking help in a place like this for such a problem, I think, would be very difficult.

In the afternoon, I usually try to make it to one or two of the villages. Once I reach a village, I travel around visiting different beneficiaries (orphans or widows who are benefitting from our project) and perform some health checks on their animals and give any required treatments. It usually attracts a good crowd of kids which gives me a chance to pass out some of the Canadian things I brought along with me (pencils, balls, key chains, t-shirts, etc.)

It's hard not to be proud of those women. One woman, Janet, continues to amaze me. She is such a hard worker, I think she might burn herself out! Her and her mother recently acquired a really sick and skinny male goat from our organization, as it was being poorly cared for at its previous home. I didn't know when commenting on how nice and fat one of her goats was, that this was said goat! Her mother told me, indeed this was the weak, sick goat who arrived on death's doorsteps.

With her hard work Janet has been able to buy furniture for her house -not common in the village. She has also newly purchased windows and doors. On top of all this, she continues to care for her two children, two orphan children, vie for top spot among the para-vets I trained last time I was here, AND somehow found time to start a clothing store from her home! She's truly an amazing woman.

All in all it seems the women and children are doing better and really benefitting from the project. They aren't without troubles however, but certainly are improving. Unfortunately it seems once you get more what do you want? More...hopefully they don't turn into us!

## Veterinarians and The New Animal Care Act

The *Animal Care Act* has been amended for the first time since its inception in 1998. The new Act and Animal Care Regulation came into effect on September 20, 2010, ensuring that Manitoba remains a leader in the area of animal protection.

The new act strengthens the safety and care of livestock and companion animals through several amendments. Auction markets and assembly yards are required to report and record the delivery of unfit animals. Animal protection officers (APOs) have increased powers to deal with abandoned animals. Pet stores and breeders of non-domestic animals such as hamsters, rabbits and exotics are required to be licensed. Pounds, shelters and animal rescue facilities are also required to be licensed. The chief veterinary officer has the ability to issue orders regarding animal care, and judges in Manitoba have the power to limit the number or type of animals owned by an individual.

Two new sections in the act pertain directly to veterinarians:

1. An abandoned animal has been defined to include an animal that has been left in the care of an individual and has not been retrieved from the individual for more than 4 days after the agreed-upon retrieval time. The act empowers APOs to take abandoned animals into custody and to provide it with any required care. A notice will be left for the owner stating that the animal will be sold, given away or euthanized in seven days, unless a notice of appeal is filed.

Veterinarians are strongly encouraged to have guidelines regarding animals that may be abandoned in their practice. This policy could be part of the consent form, stating the steps taken should a pet be unclaimed following treatment. See the article "How Long Does a Veterinary Clinic Have to Hold on to an Abandoned Pet?" in the January/February 2009 edition of *News & Views* for further considerations.

2. The new act also requires veterinarians to report cases of suspected neglect or abuse. Veterinarians should report these concerns to the Animal Care Line at 945-8000 or to [animalcare@gov.mb.ca](mailto:animalcare@gov.mb.ca). Staff from the Office of the Chief Veterinarian will contact the caller to obtain details regarding the case. In cases where a client is refusing treatment due to financial issues, it is expected that the veterinarian will work with the client to achieve what is best for the animal.

Members of the public concerned with the treatment of animals should also be directed to the Animal Care Line or to [animalcare@gov.mb.ca](mailto:animalcare@gov.mb.ca). The phone line and e-mail inbox is monitored daily, and staff will contact the caller to ascertain specific information on the nature of their concerns and the owner involved. Once sufficient details are obtained, an APO is assigned to perform an inspection of the animals on the premise to determine if their care is in compliance with the act. There are a total of 60 APOs available to enforce The *Animal Care Act* in Manitoba. Another eight APOs will be appointed shortly to increase our services in Winnipeg

and northern regions of the province.

The inspecting APO will determine whether the call is unjustified or justified using the standards outlined in the act. Historically, approximately 50% of calls are determined to be unjustified. In situations where the owner is not in compliance with the act, the APO works to have the owner rectify the situation. In cases where animals are in distress as defined by the act, the APO has the authority to seize the animal and place it with a caregiver. Cases with substandard care are referred to the Office of the Chief Veterinarian for possible investigation and prosecution.

For more information on the new Animal Care Act, contact Dr. Dale Douma, Large Animal Welfare Veterinarian at 945-8011 or [dale.douma@gov.mb.ca](mailto:dale.douma@gov.mb.ca); or Dr. Colleen Marion, Companion Animal Welfare Veterinarian at 945-0381 or [colleen.marion@gov.mb.ca](mailto:colleen.marion@gov.mb.ca).

*Submitted by: Tim Pasma, CVO/Food Safety Knowledge Centre, Manitoba Agriculture, Food and Rural Initiatives*

### Reminder AHTs Must Be Registered

In order to be employed as an Animal Health Technologist (AHT) and carry out the duties as prescribed in the MVMA by-laws under section 12 of the MVMA By-laws, an AHT must:

- (i) Provide evidence of graduation from a school, college or institute recognized or accredited by the CVMA or the AVMA which offers courses in animal health technology
- (ii) Pass any examination approved by the Manitoba Veterinary Medical Association (currently the Veterinary Technician National Exam)
- (iii) Pay to MAHTA its prescribed annual membership fee
- (iv) Where an applicant has fulfilled the requirements of (i) and (iii) above, he/she can be given a temporary registration pending the successful completion of the VTNE within two consecutive MAHTA temporary membership terms.

The MVMA has been notified that there are individuals working as AHTs who are not registered with MAHTA.

It is the clinic owner's responsibility to ensure any AHT's employed by them are properly registered to be in compliance with the by-law, and to be able to carry out their duties as an AHT. (If an individual is not properly registered, he/she cannot perform the duties of an AHT.) The clinic owner will be held accountable for any non-compliance.



# How Complaints Are Resolved By The Peer Review Committee

This is the last in a series of three articles outlining the Peer Review process. The first article looked at the history and structure of the Peer Review Committee, and the second addressed the receipt and investigation of complaints. In this article, I will describe how complaints are resolved, what decisions the PRC can make and how the inquiry process functions.

In summary form, the Veterinary Medical Act states the following with respect to decisions of the PRC:

The complaints committee may do one or more of the following:

- (a) Direct that an Inquiry Panel be established
- (b) Direct that no further action be taken
- (c) With the investigated member's agreement, issue a formal caution censuring the member's conduct
- (d) Enter into an agreement with the investigated member that provides for one or more of the following:
  - (i) Assessing the member's capacity or fitness to practise veterinary medicine
  - (ii) Counselling or treatment of the member
  - (iii) Monitoring or supervising the member's practice of veterinary medicine
  - (iv) The member completing a specific course of studies by way of remedial training
  - (v) Placing restrictions or conditions on the member's certificate of registration or licence
- (e) Accept the voluntary surrender of the investigated member's certificate of registration or licence
- (f) Refer the matter to mediation
- (g) Take any other action that it considers appropriate in the circumstances that is not inconsistent with or contrary to this Act or the by-laws

In reaching its decision, the Complaints Committee will first determine whether there has been a breach of the Act, MVMA By-laws or Code of Ethics, convincing evidence of a lack of skill or knowledge or, convincing evidence of professional misconduct or conduct unbecoming of a member. In addition there are some much rarer problems that can result in the member being found against, such as criminal activity or a lack of fitness to practice due to an ailment. Wherever possible the Complaints Committee will attempt to resolve the problem through negotiation with the member to accept one of the measures outlined in the Act, but when this is not possible an Inquiry Panel will be struck.

However, fortunately it is far more common for complaints to be without basis, involve minor errors and/or be the result of communication problems


between the complainant and the member. Consequently the most common outcome is that the Complaints Committee direct that no further action be taken. Even in these cases, however, the Complaints Committee may take the opportunity to make the member aware of, for example, deficiencies in his or her communication with the complainant and recommend that the member take steps to prevent such lapses in the future. The PRC does track complaints and is attentive to patterns of repeated errors or communication problems and subsequent ones may attract greater sanction.

With respect to isolated errors the PRC does recognize that all people, including highly skilled professionals, may from time to time commit an isolated error. This is not "evidence of a lack of skill or knowledge" and it will generally result in dismissal of the complaint.

The Act also contains provisions for an appeals process for the complainant if they are dissatisfied with the outcome. An Appeals Committee is then formed using the members of a different Complaints Committee than the one that originally reviewed the case. There is no provision for members to appeal as all the decisions of the Complaints Committee, except the establishment of an Inquiry Panel, require the voluntary participation of the member.

The most serious possible outcome of an investigation is the establishment of an Inquiry Panel. This may occur because the problem is too significant to contemplate any of the other remedies outlined in the Act, or it may occur because the member is unwilling to comply with the Complaints Committee's decision. An Inquiry Panel is constituted from PRC members who were neither on the original Complaints Committee nor on any Appeals Committee that may have been involved. The Inquiry Panel is assisted by a lawyer who advises it with respect to proper process. A lawyer representing the MVMA presents the charges against the veterinarian in question, enters evidence, calls witnesses and argues the case supporting those charges. The veterinarian is entitled to legal representation and that lawyer may also enter evidence and call witnesses.

The Inquiry Panel reaches a decision based on the evidence presented, much as a judge in a court of law would do. If the Inquiry Panel finds against the veterinarian, it has broad powers to order a range of penalties. These range from a formal reprimand, through ordering training or treatment, restricting the member's scope of practice, up to cancelling their license. The Inquiry Panel may also assess the costs of the hearing against the member.

Decisions of the Inquiry Panel can be appealed to the Provincial Court of Appeal. 

## FRIENDLY REMINDER

The Canadian Kennel Club tattoo code for 2011 is "Y".

# Work Place Safety and Health – A Guide to Workplace Inspection

**H**aving your workplace inspected is not something that most people find enjoyable, but it is something most workplaces in Manitoba have become accustomed to. Ensuring workplaces are being run in a safe and healthy manner for the workers and other people exposed to the workplace is one of the most common jobs of a safety and health officer from the Workplace Safety and Health Division.

If a safety and health officer is going to inspect your facility, there are a few different ways they may have chosen your location. It could be in response to a complaint made by an employee or client, an incident where a worker was injured, or by an initiative to inspect the specific sector.

Random inspections are very common within sector initiatives. The safety and health officer may be driving by your location, picking an organization out of a phone book, or picking specific towns. It is also common in the sector initiatives for an officer to pick a range of facilities, for example, large animal, small animal, large facilities and small facilities.


When a safety and health officer visits your location for an inspection, it will be unannounced. This is the standard protocol for all industries as unannounced visits allow an officer to conduct the inspection during normal working conditions. If your facility is large enough to need a Safety and Health Committee (more than 20 workers), the safety and health officer will ask for the worker co-chair of the committee to accompany them on the inspection. If you do not have a committee, but have a Safety and Health Worker representative (more than 10 workers, less than 20), the officer will ask for the representative. If you do not have either, the officer will request a worker not associated with management to accompany them on the inspection. Any level of management is welcome to attend during the inspection.

A safety and health officer will commonly ask questions to get a general understanding of the size and scope of your operation. For example, the number of workers you have, what kind of hours you operate, and if you have multiple work shifts. These questions will help the officer determine what programs you may need, such as a Safety and Health Committee or a Safety and Health Program. It is also common for the officer to ask for documentation that you need to keep. Examples can include committee minutes, training records, and safe work procedures.

A physical inspection of the facility will also take place. This will include a walkthrough of the entire facility and potentially outside areas, if they relate to work the workers may be performing. The physical inspection will point out any specific hazards that need to be addressed.

A safety and health officer will use the Workplace Safety and Health Act and Workplace Safety and Health Regulation to guide their inspection activities. Common items that are addressed include working alone situations, biological or chemical hazard exposure, violent or aggressive situations, musculoskeletal injuries, and housekeeping or storage issues. Required safety devices are also inspected to ensure they are in place, adequate or easily accessible by the workers. These items include eye wash stations, first aid supplies, and sharps disposal containers.

Once an inspection is completed, the safety and health officer will discuss the items requiring attention with the individuals that accompanied them on the inspection. The officer will then prepare an improvement order or report form which will identify the issues discussed during the inspection. The officer will work with and provide direction to the facility so the identified items can be rectified. The safety and health officer may then return to the facility for a follow up inspection, or communicate with the facility to ensure all issues have been addressed.

A facility can always contact the Workplace Safety and Health Division to have a safety and health officer come in to perform a proactive inspection rather than waiting for an officer to show up. You can contact Morag Marjerison for Western Manitoba or Jennifer Hyra for Eastern Manitoba at 1-866-888-8186 to arrange a proactive meeting. 

*Submitted by Jennifer Hyra, Safety and Health Officer – Prevention Services Branch, Workplace Safety and Health*



## The 2011 Annual General Meeting & Winter Conference

**February 4, 5 & 6, 2011**

Victoria Inn, 1808 Wellington Avenue, Winnipeg, Manitoba

- Friday** Foreign Animal Disease Interactive Workshop
- Friday Evening** (7pm – 9pm) MVMA AGM
- Saturday** Companion Animal Presentations
  - Dr. Carl Porter – Companion Animal Surgeon
  - Dr. Kelly Mitchell – Companion Animal Internal Medicine
- Sunday** Companion Animal Forum – Surgery & Internal Medicine



Go to the MVMA website for more information and registration. [www.mvma.ca](http://www.mvma.ca) > News & Ads > Continuing Education.





# MY TRIP TO DOGTOWN

For those of you who watch TV and have been sucked in to the world of reality television, you may have seen a program called DogTown at Best Friends Animal Sanctuary near Kanab, Utah. Best Friends Animal Sanctuary is bordered by three national parks in picturesque canyon country. The sanctuary is home to domestic dogs, cats, birds, rabbits, horses, peacocks, donkeys and pot-bellied pigs. All of these animals came to the sanctuary with their own unique story; some needed medical care their previous owner couldn't provide, others suffered from behavioral challenges that no longer made them suitable family pets, and others came from breeders or shelters that had become overwhelmed and could no longer provide for these animals. I had the privilege of visiting this animal haven on September 24, 2010.

Recently, the Office of the Chief Veterinarian seized a number of dogs that were deemed to be in distress. In my career as a veterinarian and an Animal Protection Officer, I have never seen such a severe case of emotional and behavioral impairment in one group of dogs. I knew the rehabilitation process for these dogs would be challenging and lengthy, with no guarantees their personalities would evolve in such a way that they would be considered suitable pets for adoption. The Winnipeg Humane Society accepted the challenge of rehabilitating some of these animals, but quickly realized that the behavioral impairment some of these dogs faced was beyond the scope of the resources at their disposal. A compassionate supporter of the Winnipeg Humane Society suggested these animals would be good candidates for rehabilitation at DogTown, and so the quest began.

The Winnipeg Humane Society submitted applications for seven of these dogs, all of which were accepted! A total of \$14,000 was donated by members of the public to the Winnipeg Humane Society to charter a

plane to fly these dogs to DogTown. I was one of only two passengers that accompanied these seven dogs on their flight on September 24<sup>th</sup>. We were greeted at the airport by reporters from radio and television stations, all intrigued by this unique event. Except for one hormonal male who needed heavy sedation, all dogs handled the flight well with a mild dose of diazepam. We arrived at the airport in Kanab about four hours later, were greeted at DogTown's own airplane hangar by Best Friends staff, travelled with the dogs to get them settled in their new home, received a whirl wind tour of Best Friends, then flew home four hours later.

For those of you who have a soft spot for furry creatures that tug at your heart strings, Kanab makes for an interesting tourist destination. The scenery is amazing, and the weather is dry and warm. Best Friends caters to visitors with organized tours, opportunities to volunteer, on-site cabins, and you can even take a homeless pet back to your hotel for a sleep-over. A final word of caution, the animals you meet may be looking for a home. So, either save room in your suitcase, or wear a sign that says "Don't let me take any creatures home".

*Submitted by Dr. Colleen Marion*



Advertisement for PET-RA greeting cards. The top part shows a black and white photo of a person's legs and a dog on a beach. Below the photo is the text "Show them you care" in a cursive font. Underneath is the PET-RA logo, which features a stylized eye and the text "PET-RA". Below the logo is the text "Greeting cards" in a bold font. Underneath that is the text "—ORDER YOUR— Sympathy & customized veterinary clinic cards". Below that is the text "Affordable pricing/Quick delivery". At the bottom is the phone number "(204) 774-8083" and the website "www.pet-ra.com".

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## Looking to Hire a Veterinary Student for the Summer?

The Students of the Canadian Veterinary Medical Association (SCVMA) are pleased to offer you a complimentary online listing to help promote permanent and summer job opportunities in your practice. To register, CVMA members may post an employment opportunity directly to the SCVMA National Summer Job File:

1. Visit [www.canadianveterinarians.net](http://www.canadianveterinarians.net)
2. Login using your last and first names and personal password (*if you don't remember your ID or password, request it from the automated system or contact the CVMA at 1-800-567-2862 ext. 110*)
3. Under the **Quick Links** column, click on **Students of the CVMA**
4. Click on the **National Summer Job File** hyperlink and follow the prompts to post a job

Alternately, members may download the job file form from the CVMA website at <http://canadianveterinarians.net/pdfs/job-file-E-Form.pdf> and return it to the CVMA office by fax at 613-236-9681. Please complete one advertisement online for each position available. Postings for summer 2011 job opportunities will be accessible to students at the five Canadian veterinary colleges. All postings will be deleted at the end of July 2011. 📧

Submitted by CVMA





# CLASSIFIEDS

## CLINIC MANAGER REQUIRED – BEAUSEJOUR, MANITOBA

If you are looking for a different atmosphere to test your growing management skills then read on. We are a veterinary clinic located in Beausejour, Manitoba, about an hour from Winnipeg, and are looking for a clinic manager. The manager will provide leadership and assist in our development. If you have demonstrated managerial abilities in the past and are excited by a rural experience in a successful clinic please send along a covering letter and resume. Certainly, previous experience in a veterinary clinic could be beneficial. A competitive salary and benefit package commensurate with experience is offered. Contact us at [parchibald@shuswapvet.com](mailto:parchibald@shuswapvet.com) (Please- no phone calls. We will contact appropriate candidates after reviewing the resumes)

## AHT REQUIRED – BRANDON, MB

Brandon Hills Veterinary Clinic in Brandon, Manitoba is looking for a Registered Technician for a One Year term (maternity leave) beginning December, 2010. We are a well established mixed animal practice, with 1 large and 3 small animal veterinarians; a fully equipped hospital with orthopedic, endoscopic, and laser equipment; diagnostic laboratory, EKG, and X-ray services. Our team is dedicated to providing patients with exceptional care in a competent, compassionate environment. We are seeking an enthusiastic, team-oriented, compassionate RAHT with good communication skills. We offer competitive salary, paid MAHTA fees, CE allowance, health benefits, and staff discount on services. Send resume to the attention of Debra email: [bhvc@wgcwave.ca](mailto:bhvc@wgcwave.ca) or 733-17th Street, Brandon, Mb R7A 5A1. Any questions contact Debra at 204 728 2292

## VETERINARIAN WANTED – DAUPHIN, MB

Our associate is headed back to school! We have an opening for a friendly, positive veterinarian at our mixed animal clinic. We are located in the beautiful Parkland area of Manitoba with many amenities nearby. We would love to talk with you about this opportunity. Please contact Dr. Kevin Steinbachs at [dphkejs@mts.net](mailto:dphkejs@mts.net), or Dr. Roxane Neufeld at [rpn@mts.net](mailto:rpn@mts.net). Our departing associate is willing to provide a workplace reference. You can also visit us at [www.dauphinvetclinic.com](http://www.dauphinvetclinic.com).

## ANIMAL HEALTH TECHNOLOGIST – WINNIPEG, MB

*The Winnipeg Humane Society Veterinary Clinic seeks full time AHTs. COME WORK FOR THE ANIMALS!*

Enthusiastic and caring individuals are needed to join our busy and fun-loving team of two full-time and three part-time veterinarians, two Animal Health Technologists, and three veterinary assistants. The clinic has a busy surgery schedule including sterilization of dogs, cats, and rabbits, soft tissue surgery, and some orthopaedics. We endeavour to treat all treatable cases and treat every animal as an individual animal in need of individual care. Work is never boring and we believe in promoting a fun and satisfying working atmosphere. Animal Health Technologists are critical to the care of our animals and you will use your skills daily with diagnostics, and surgical and medical nursing. We believe in mentoring our employees and supporting the development of skills and knowledge of our veterinary care team. The technologist may also periodically travel with the Winnipeg Humane Society to remote northern communities to perform sterilization and vaccination clinics. This position is 40 hours per week. Benefits include payment of association fees, continuing education allowance, and optional dental, health, disability and life insurance. Send Resume to: Dr. Erika Anseeuw, Director of Animal Health, Winnipeg Humane Society, 45 Hurst Way, Winnipeg, MB, R3T 0R3 phone: 982-3553, fax: 982-2047. [erikaa@winnipeghumanesociety.ca](mailto:erikaa@winnipeghumanesociety.ca)

## FULL-TIME OR PART-TIME VETERINARIAN REQUIRED – REGINA, SASKATCHEWAN

Airport Animal Hospital is seeking a full-time or to join our small animal practice. We are fully equipped with ultrasound, endoscopy, surgical laser, in-house lab, dental radiography and ultrasonic dental unit. Benefits include dental/health, CE allowance, paid SVMA/CVMA and license dues. A local emergency clinic handles all after-hour calls. Salary is commensurate with experience. Visit our website at <http://www.airportanimalhospital.ca>. Contact: Laurie Randall. 4645 Rae Street, Regina, Saskatchewan, S4S 6K6. fax:(306) 586-8849, email: [lrاندall.aah@sasktel.net](mailto:lrاندall.aah@sasktel.net)

## RELIEF/LOCUMS AVAILABLE – WINNIPEG, MB

Dr. Patricia Danko  
Small animal veterinarian available for relief/locums in Winnipeg, MB. Contact: Dr. Patricia Danko. Phone: (204) 663-2267 (204) 663-2267. Email: [patriciadanko@hotmail.com](mailto:patriciadanko@hotmail.com)

## SMALL ANIMAL VETERINARIAN REQUIRED – WINNIPEG, MB

Central Veterinary Services, Winnipeg, Mb  
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## PART-TIME VETERINARIAN REQUIRED – SELKIRK, MB

Selkirk Veterinary Services has an open position for a part-time DVM to join our team at our growing small animal and exotics practice. Our practice is well equipped with dental radiology, ultrasound, surgical laser, paperless records, in-house laboratory and has excellent support staff. Our highest priority is customer service and so we are looking for someone with enthusiasm and superior people skills. We offer a comprehensive benefit package, CE allowance, paid dues and flexible schedule. If you think this is the right position for you please forward your resume to [andreas@selkirkvetservice.ca](mailto:andreas@selkirkvetservice.ca).

## Visit the MVMA website today!

Username: all lowercase, first name, initial and last name (example: msmith)

Password: your 4 digit license number (example: 1234)

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