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March 2006
Volume 9, Issue 3

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For more information please contact:

Advertising: Cheryl Lee

cheryl@mccronehealthbeat.com

Toll Free – Ph 1.800.727.0782

Publisher: Jan Henry, McCrone Publications

mccrone@interbaun.com

Letters & Articles: Jay Sherwood

jay@mccronehealthbeat.com

Graphic Design: Jackie Vogt

design@mccronehealthbeat.com

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9768 – 170 Street, #319

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Ph: 780.413.9342 Fax: 780.413.9328

Toll Free – Ph: 1.800.727.0782

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Our Mission

To provide healthcare professionals with job opportunities, continuing education, new products, resources, and editorials to help them succeed in their careers.

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email: info@mccronehealthbeat.com

Editorial: by Jennifer (Jay) Sherwood, BScN, MEd.

Human Resource Management:

A Report from the Health Council of Canada

Every day, more than one million people, working in both public and private sectors of the healthcare system are providing healthcare to Canadians. Taken together, they are the "backbone" of the system but until recently it has been taken for granted that there were enough of them to keep the system going and that healthcare renewal would have few implications on the work that they do. Policy makers have realized that while their numbers are important

to renewal, it is equally important to have the right mix of skills within and among providers that is appropriate to the care required in the environment in which they practice.

In June 2005, the Health Council of Canada held a forum in which over 100 participants who are key players in healthcare addressed what the Council believes is the most "pressing challenge" for the Canadian health system – the management of health human resources. In its report, *Modernizing the Management of Health Human Resources in Canada: Identifying Areas for Accelerated Change (2005)*, recommendations, including who should do what, where and when were made. My purpose in this month's editorial is to highlight the key points in the report.

Currently, there are over 30 different professions working in the health system. By far the largest is nursing with medicine running a distant second. Using information generated by the Canadian Institute for Health Information (CIHI) it is concluded that there is little known about the professions other than the two comprising almost 50 percent of the total.

In describing the current environment and supply of health professionals there were several points made. These included:

- Supply has varied over time;
- Supply varies across provinces and territories;
- Jurisdictions compete for the same personnel;
- Canada is not self sufficient in training health personnel;
- Regulation of particular professions varies across jurisdictions;
- Practice changes over time;
- There are mismatches between career interests and training spaces, within and among professions; and,
- Part time and casual work comprises a large percentage of some health occupations.

In summarizing the discussion at the forum about the current state of managing health human resources, authors of the report noted that among the participants there was an urgency

expressed for progress and some frustration about the slow rate of change. While many of the strategies that were proposed will not be new to HEALTHbeat readers, the dialogue of the day supported a true collaboration and a collective interest in addressing the critical issues. This was noted in a consistent theme throughout the day in participants calling for better ways to share information both across Canada and internationally. There was a sense that there are many innovations occurring in management, education and the like but there is no easy access to the information. Concomitantly, participants concluded that there is also a need for more rigorous evaluation research to determine why various innovations succeeded or failed, and "what works in large systems and what doesn't".(p.2)

Based on the funding and reform commitments of the First Ministers' accords, the report summarizes by making nine recommendations on which action requires that there be collaboration among key stakeholders across Canada. Each recommendation includes the organizations that must take the lead responsibility for action and a target date for implementation. The critical issues in each of the following areas are addressed in the nine recommendations.

- Interprofessional education;
- Interim training and certification steps;
- First Nations, Inuit and Métis health professionals in the workforce;
- International graduates;
- Scopes of practice;
- Provider payment schemes;
- Liability in collaborative practice;
- Incentives to improve recruitment and retention; and
- Integrated planning across jurisdictions.

The one key outcome that was in the minds of the planners of the forum was to set out practical solutions for managing health human resources in the current pan – Canadian system within the next one to three years. By the time the meeting was convened, the Supreme Court decision on

See Editorial page 6

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David Rainham M.D., C.C.F.P.
Family Physician, Author, Speaker

Forgiveness Liberates You From Poisons of the Past

"Always forgive your enemies, nothing annoys them so much." - Oscar Wilde

One way to guarantee severe, long lasting feelings of stress and depression is to be physically, sexually or emotionally abused – or to be a victim of another serious crime.

If someone does something really bad to us we basically have two choices:

The natural thing to do, because it seems to feel "right" may be to hang on to our hatred and anger for the wrongdoer and even plot revenge. However, like a toxic dump, repressed hatred and anger fester inside us, spreading their poison, damaging us physically with increased blood pressure, or emotionally through chronic anxiety, drug and alcohol abuse, eating disorders, depression, panic attacks and phobias.

We may carry that poison into our current relationships, putting them at risk. But perhaps the major problem with remaining angry and resentful is that we allow those who once hurt us to continue to control our lives.

On the other hand, we can choose to forgive. Forgiving means your are *for* (in favour of) *giving* and ultimately the person you are giving to is... yourself!

The hurt is real, but deciding to forgive the perpetrator does not make you weak or vulnerable. You don't excuse or condone their actions. You are not letting them off without responsibility, and certainly you don't need to forget what happened.

You choose to forgive to free yourself from the poison of the past and to regain your health and happiness. Forgiving makes you *more* powerful and possibly a better person. It does demand a great deal of personal courage to forgive. (Don't wait until you get an apology or admission of wrong doing, you may never get it! And you don't really need it to move on!)

Forgiving is not a simple, single act – it's a process, like grieving. After any traumatic or hurtful event we need time to go through stages such as these:

- Denial:** At first, we often use it to numb painful feelings. To forgive, we've got to acknowledge that something hurtful happened.
- Self blame:** We say: "Perhaps it was my fault" You may have played a role - but how much was your choice?
- Feeling angry:** This often feels good, but is only useful if it motivates you to take positive action.
- Feeling like a victim:** Abused children often feel they must be worthless, otherwise why would it happen to them?
- Listing your grievances:** Don't let the poison fester, write down what happened to express your feelings.
- Trying to understand:** Why did this happen *to me*? Is the other person immature, under stress, emotionally disturbed, damaged in some way or simply evil? Don't count on really figuring it out or even getting any sense of understanding from the perpetrator.
- Acceptance:** The present situation and your feelings may not be ideal, but in order to move on you *will* forgive.
- Surviving:** By forgiving, you can become free to experience happiness, are able to channel your anger into positive action, and realize that there is more to life than the hurt you have suffered.

Is there one person you could choose to forgive (living or dead)? Try it. You may be surprised at how much lighter you feel without the load of anger and blame.

"Forgiveness is the key to action and freedom"
- Hannah Rarendt

Dr. David Rainham is a Family Physician, Speaker and the Author of Getting Older, Growing Stronger and How to help your Doctor help you.

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- Community Mental Health Nurses
- Occupational Therapists
- Physical Therapists
- Speech Language Pathologists

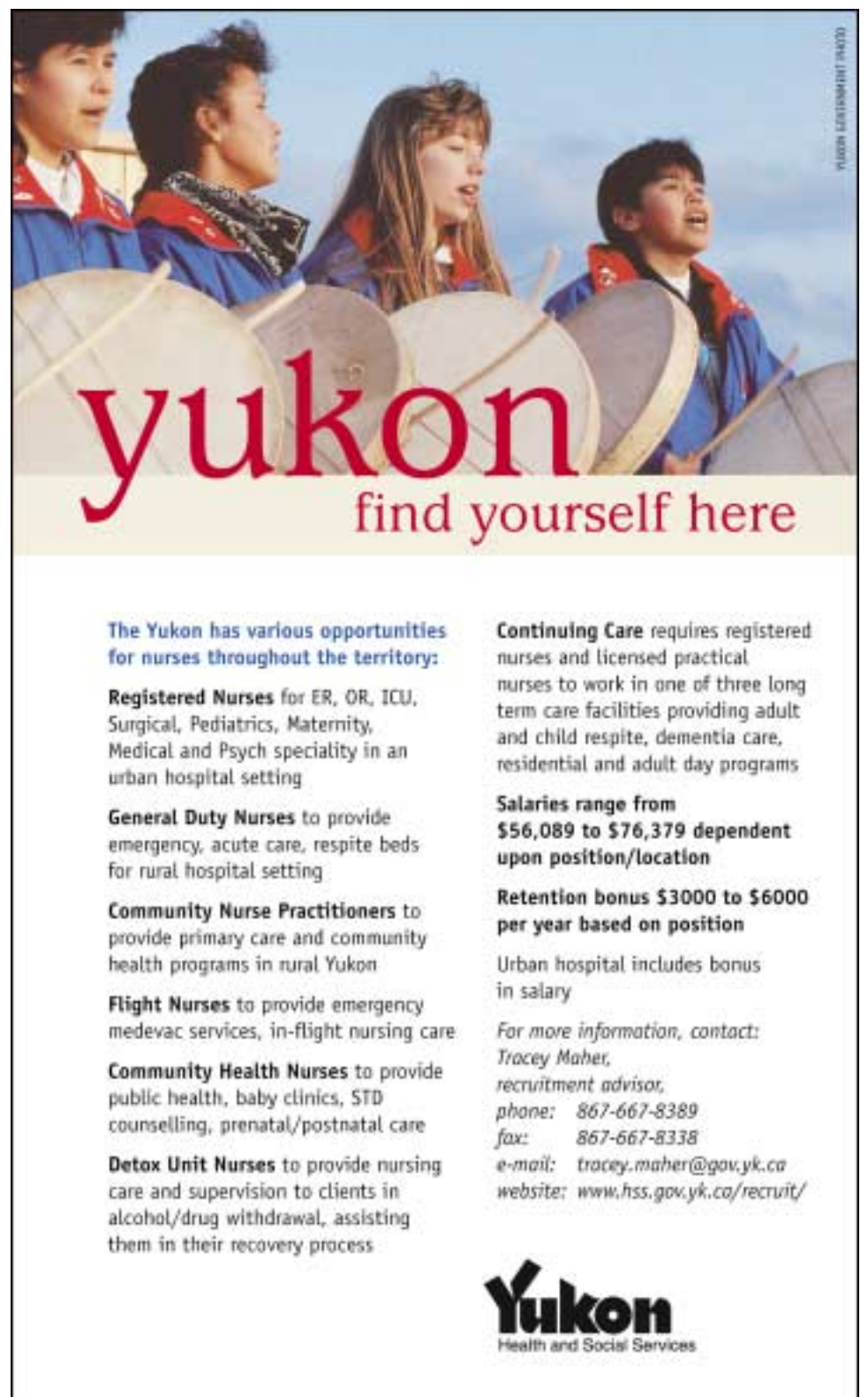
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Yukon
 Health and Social Services

New program meets changing needs of mental health clients

Psychiatric nurses face big challenges. People living with persistent mental illness are often also trying to cope with complex issues such as addictions, poverty and safe housing. As well, services for clients with mental health problems continue to shift from hospitals to local communities. To address these challenges, Douglas College is launching a four-year Bachelor of Science in Psychiatric Nursing (BSPN) degree program.

Lorna Howes, Director of Mental Health Services for Vancouver Coastal Health, says the new degree program is just what psychiatric nurses need to cope with increasingly complicated situations that arise as they deliver their services within the community. We've seen a substantial shift in the client population over the past 15 years – they're now compromised in multiple ways, says Howes.

Howes says over 80 per cent of clients have addiction problems as well as mental health issues. Many also have health challenges like hepatitis and AIDS. Practitioners need a broader range of expertise and to be able to think on their feet.

With the Bachelor of Science in Psychiatric Nursing Degree, practitioners will be able to work more autonomously and meet the broader needs of their clients. They'll also be able to provide the leadership required in these positions, says Howes.

We need more expertise in our practitioners and a degree program gives them that. The demand for professionals with these credentials is there.

The provincial government recently gave final approval to the BSPN, providing students with a seamless career path, allowing them to complete all of the course requirements for their degree at Douglas College in four academic years. The four-year degree program will begin in September 2006.

Many students enrolled in the current Diploma and Advanced Diploma in Psychiatric Nursing programs are interested in completing their baccalaureate degree in Psychiatric Nursing at Douglas College.

Chad Miller, who graduated from the Advanced Diploma Program in June, is eager to apply for the opportunity to get his degree closer to home.

It's a great benefit to be able to do this here, says Miller, who works at the Forensic Community Clinic in Vancouver. I was looking at other avenues like the University of Phoenix, but I know Douglas College, I know the program and the instructors and it's just such a comfortable fit.

Miller says earning a BSPN will 'help me help my clients more effectively', as well as adding to his professional credibility.

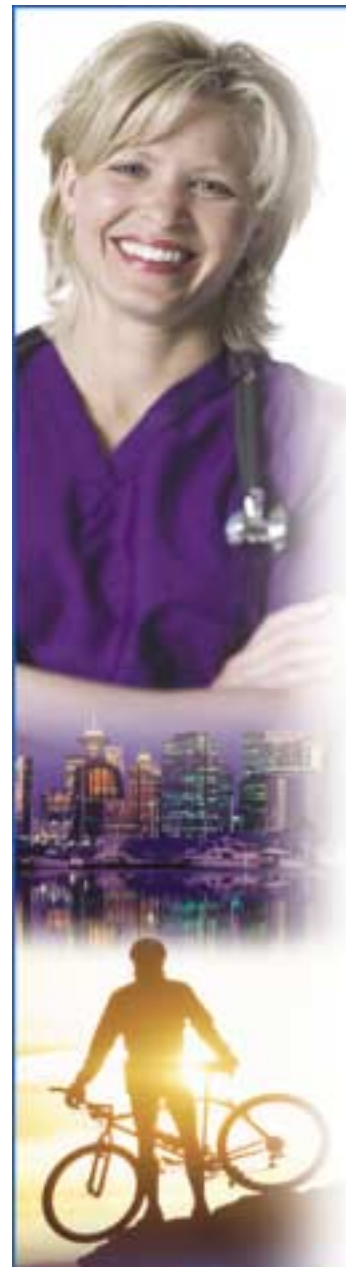
The program has been developed in consultation with employers, psychiatric nurse leaders, psychiatric nurse practitioners, mental health consumers, and community groups, including the College of Registered Psychiatric Nurses of BC.

The College is grateful for the participation of the CRPNBC and the many representatives of the Health Authorities who provided their advice and support in the development and approval of this new and exciting program, says Joy Holmwood, Dean, Faculty of Health Sciences, Douglas College.

The degree program will build on the strengths of the Diploma and Advanced Diploma Program in Psychiatric Nursing that have been offered by the College for nearly two decades. Douglas College is the primary provider of Psychiatric Nursing Education in Western Canada.

For more information, call the department of Psychiatric Nursing at 604-527-5420 or visit the Douglas College website at www.douglascollege.ca.

Miller says earning a BSPN 'will help me help my clients more effectively', as well as adding to his professional credibility.



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Editorial from page 2

private health insurance in Quebec had emerged. The ruling added a new sense of urgency to the deliberations about the human resource issues that contribute to the long wait times for treatment across jurisdictions. Following the forum, the Health Council conducted further research to expand on the strategies brought forward. The draft report was sent to the participants for further feedback but

the Council cautioned that the contents and conclusions in the report remained its responsibility.

My purpose in highlighting the report is to help busy health professionals who may not have the time to go searching on the internet to find information that is of interest to them. Readers who want to see a copy of the report can visit the Council's website www.hc-sc.gc.ca.

Editor's note: "Key stakeholders" include representatives from: education; professional organizations; labour relations; research; regulation; management; governments; and, front line care.

HEALTHbeat
Classifieds



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Recognizing Special Dates in April 2006

This is April 2006 calendar of annual health observances and recognition dates for healthcare. Health observances are days, weeks, or months devoted to promoting particular health concerns. This information will come in handy for community relations programs as well as employee appreciation events. Health professionals, hospital staff and community groups can use these special times to sponsor health promotion events, stimulate awareness of health risks or focus on disease prevention.

April 2006 Observances	Dates
Administrative Professionals Day (3rd Wed.)	19
Alcohol Awareness Month	1-30
Alcohol Free Weekend (1st weekend, varies by locale)	7-8
Alcohol Screening Day, National (2nd Thursday)	13
Autism Awareness Month, National	1-30
Cancer Control Month	1-30
Candlelight Vigil for Eating Disorders Awareness Month	1-30
Cesarean Awareness Month	1-30
Child Abuse Prevention Month	1-30
Counseling Awareness Month	1-30
Donate Life Month, National	1-30
Earth Day	22
Facial Protection Month, National	1-30
Health Information Privacy & Security Week, National (2nd Sunday + week)	9-15
Humor Month	1-30
Infants Immunization Week (begin 4th Sunday)	23-29
IBS (Irritable Bowel Syndrome) Awareness Month	1-30
Minority Cancer Awareness Week, National (3rd full week)	16-22
Occupational Therapy Month, National	1-30
Public Health Week, National (Week of 1st Monday)	3-9
Sexual Assault Awareness Month	1-30
STD Awareness Month, National	1-30
Volunteer Week, National (3rd full week)	16-22
WalkAmerica March of Dimes (4th Weekend)	22-23
Women's Eye Health and Safety Month	1-30
World Health Day (7th day)	7
Youth Sports Safety Month, National	1-30
YMCA Healthy Kids Day (1st Saturday)	1

Did You Know...?

Compiled by Jennifer (Jay) Sherwood, BScN, MEd.

Most of the information for this month's column comes from The CHT e-Messenger, a twice-monthly compendium of key I.T.-related news from the publishers of Canadian Healthcare Technology. In this service (that is free), there is a paragraph about a news item with a link to take you to more detail. To access this service, go to www.canhealth.com and click the link to subscribe.

Did you know that..?

British Columbia and Alberta have the top performing healthcare systems in Canada overall, but all 10 provinces have room for improvement, according to a Conference Board report released in February. *Healthy Provinces, Healthy Canadians: A Provincial Benchmarking Report* is the first report to compare and evaluate the performance of provincial healthcare systems in Canada based on comparable health indicators released by the provinces in 2004.

The Ontario government is reducing wait times at hospital emergency departments with a \$96 million comprehensive action plan. Health and Long-Term Care Minister George Smitherman announced in early February. Smitherman made the announcement as he released the final report of the Hospital Emergency Department and Ambulance Effectiveness Working Group.

The Children's Hospital Foundation of Manitoba has received a \$150,000 donation from Bell Canada for the purchase of minimal access laparoscopic and thoroscopic surgical equipment at Children's Hospital in Winnipeg.

The New Brunswick Surgical Care Network Imaging Dynamics Corporation (IDC) of Calgary, an innovative developer of digital radiography (DR) systems – has announced the sale of three DR units to a private medical-imaging organization in Mississauga, Ont. While IDC has been experiencing rising demand for its technology in

Western Canada, the United States and abroad, it's the first multi-unit installation for the company in Ontario. **B.C. Premier Gordon Campbell announced** a \$60.5 million initiative to reduce wait times for hip and knee surgeries while building long-term capacity in the healthcare system. "We are doing more surgeries than ever before, and our health professionals have made significant progress in reducing wait times over the last four years," said Campbell. "However, the number of new cases continues to grow."

And, these two items from press releases...

Sonic Foundry Inc. (NASDAQ: SOFO), a leader in automated rich media communications technology, today announced that Johns Hopkins Center for Clinical Global Health Education (CCGHE) is using Mediasite(TM) and its packaged rich media hosting services to help healthcare providers around the world learn the latest advancements in the treatment of debilitating infectious diseases, like HIV and SARS.

As part of its program the CCGHE webcasts its latest medical and research discoveries to healthcare providers in remote global locations, like India, Thailand and Africa. By communicating findings from Johns Hopkins' physicians both live and on-demand over the Web, Johns Hopkins is helping clinicians, nurses and aides treat debilitating diseases more quickly and effectively, prevent further spread of contagious illnesses and, most importantly, save lives.

The Wellness Program Management Yearbook, Third Edition, a desk reference for wellness and health promotion professionals has been published.

The yearbook has been compiled by the editorial team that produces *Wellness Program Management Advisor*, the monthly newsletter for workplace wellness professionals. The yearbook provides the results of exclusive wellness management research, benchmark information, new program ideas, strategies, tips and checklists crucial for today's successful wellness programs. For more information: www.healthresourcesonline.com/wellness/18ybkpg.htm.

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DO NOT LOSE OUT ON THIS JOB OPPORTUNITY...
... lets discuss what you are looking for

If you are looking to relocate your healthcare career to the United States, don't miss this opportunity to meet with Nadia Gruz and John Yenny of Unlimited Nurse Search - The leaders in placing Canadian RN's into permanent positions across the USA.

Unlimited Nurse Search will partner with you by finding out about your needs and doing a search for positions that will meet your requirements. This partnership helps you with your career choices and with practical matters such as licensure, relocation and immigration.

If you value excellence and leadership in a reputable hospital, we have a place for you! Come explore the many exciting nursing positions we have to offer.

For more information about a face to face interview and to have your individual questions answered in Vancouver on May 8th, 9th or 10th
Call: (800) 903-8533
E-mail jjenny@unlimitednursesearch.com

Receives Order of Canada



Dr. Steven KH Aung and Her Excellency The Right Honourable Michaëlle Jean Governor General of Canada

Dr. Steven Aung, from Edmonton, Alberta was invested as a Member of the Order of Canada at the ceremony presided over by the Governor General of Canada on February 17, 2006. Established in 1967 to recognize outstanding achievement and service in various

fields of endeavour, the Order of Canada recognizes people who have made a difference to the country. The Order of Canada is the country's highest honour for lifetime achievement. Three different levels of membership honour people whose accomplishments vary in degree and scope: Companion, Officer and Member. Readers of HEALTHbeat will recognize Dr. Aung as a regular contributor of articles in our magazine.

Dr. Aung is a strong proponent of the synergy between western and eastern medicines, He has a unique approach to healing that has had a distinct and lasting impact. After immigrating to Canada in 1974, he embarked on a mission to share traditional Chinese concepts of wellness, balance and harmony with healthcare professionals, students and patients. To this end, he founded the University of Alberta's Certificate Program in Medical Acupuncture, a Canadian first. Today, he is sought after for his expertise in pain management by the Cross Cancer Institute, the Glen Sather Sports Medicine Clinic and professional hockey and football sporting franchises based in Edmonton.

Congratulations Dr. Aung! HEALTHbeat, its readers and its staff are very proud!



Looking for a small town experience?

Watson Lake Hospital is looking for general duty nurses for both term and relief positions. This 10-bed hospital in southern Yukon provides hands-on experience in a collegial atmosphere, supported by community physicians.

Salary range is \$30.26 to \$34.94 hourly.

Furnished accommodation is provided, in addition to travel costs. Other supplements include a bonus for your Nursing Degree and a Recruitment and Retention bonus, (\$3000 per year prorated).

If you think you'd like to try small town nursing, please contact 867-667-8389, or visit www.hss.gov.yk.ca



Medflight Air Ambulance is accepting resumes for Flight Nurses

for its base in Yellowknife

Qualifications: **BCLS, BTLS, ACLS, PALS**

- Minimum two years EOR/ICU experience
- Must have or be able to obtain **NWTRNA** registration
- Previous flight/northern experience an asset

Please send resumes to:

Pat O'Connor
344 Old Airport Rd.
Yellowknife, NT X1A 3T4
Phone (867) 873-9099 Fax (867) 873-2093
email: medfligh@internorth.com

Put yourself in our shoes



Photo by Tessa MacIntosh

Experience that lasts a *lifetime!*

We are recruiting health and social service professionals in Canada's North

If you are a health care professional with a desire to work where your skills and experience can truly make a difference, the Northwest Territories offers unique and rewarding opportunities!

We have full time and relief opportunities for:

- **Physicians**
- **Social Workers**
- **Physiotherapists**
- **Pharmacists**
- **Speech Language Pathologists**
- **Dental Therapists**
- **Licensed Practical Nurses**
- **Nurses:**
 - ICU/ER/OR
 - Obstetrics
 - Acute Care
 - Long-Term Care
 - Public Health
 - Community Health (Outpost Nurses)
- **Nurse Managers**
- **Nurse Practitioners**

The Government of the Northwest Territories offers competitive salaries, and all positions include a generous Northern Living Allowance and benefits package including full relocation costs.

To see current job postings, visit our website: www.hlthss.gov.nt.ca

For more information contact:

Recruitment Officer
Toll free: 1-877-241-9357
Fax (867) 873-0634
E-mail: hlthss_recruitment@gov.nt.ca



AGING BODY; AGING MIND

A SEMINAR FOR NURSES: 6 HOURS CREDIT

Seminar registration is from 7:45 AM to 8:15 AM. The seminar will begin at 8:30 AM. A lunch break (on your own) will take place from approximately 11:30 AM to 12:20 PM. The course will adjourn at 3:30 PM, at which time course completion certificates are distributed.

PROGRAM

- **Life Span vs. Longevity.**
- **Depression and Dementia:** Differential Diagnosis in the Elderly.
- **Can Use of Fluoxetine (Prozac) or Other Antidepressants Prevent or Even Reverse the Gradual Disappearance of Functional Neurons?**
- **Bipolar Disease:** Why Is It Underdiagnosed and Undertreated?
- **Maintaining the Complexity of Neuronal Networks and Avoiding the "Christmas Decoration Effect" (Excitotoxicity) As We Age.**
- **Antioxidants:** Dietary Adjustments in Older People. Plant Foods vs. Animal Products: Is There a Reason to Recommend Vegetarianism?
- **Vitamin E:** Outwitting Insulin Resistance and Promoting Cardiovascular Health with the "Purple Pigment" and Resveratrol. Are Blueberries a "Magical" Food?
- **Nutrition and the Management of Depression and Dementia.**
- **High-Protein Diets and Aging:** The Role of Ketosis in Aging of the Bone, Muscle, and Connective Tissue.
- **Cardiovascular Health and Blood "Thinning":** Are There Dietary Alternatives to Aspirin? The Paradox of Aspirin Resistance: Is "Baby" Aspirin Enough?
- **Aggressive Prevention of Stroke:** Should a Single Episode of TIA (Transient Ischemic Attack) Lead to Extensive and Expensive Prophylaxis?
- **Diabetes and Stroke:** A Hidden Connection.
- **Fish Oil and Aging:** The Role of Omega-3 Fatty acids.
- **Concerns about Contaminated Fish** and the Plant-based Sources of Essential Fatty Acids. Can Fish Oil Cause Stroke?
- **Hypertension:** Best Approaches to Successful Control. Beta-blockers vs. ACE Inhibitors and Angiotensin Antagonists: When Cost Effectiveness Clashes with Side Effects.
- **Dietary and Alternative Remedies for Heart Health:** Coenzyme Q10, Hawthorn, Garlic, Shiitake, and Soy: Effects, Risks, and Concerns.
- **Nutrition's Role in the Treatment of Heart Disease, Stroke, & Hypertension.**
- **Pain Pathology, Fibromyalgia, and Trigger Points:** Understanding the Malfunction of Nociceptive Pain.
- **Acupuncture and Chronic Pain:** The Record Is Mixed. The Phenomenon of Rebound Pain: Are Acetaminophen and Ibuprofen Harmful?
- **Neuropathic Pain:** From Alcohol to Diabetes. Vitamins and Minerals That May Alleviate Pain. Vitamin B-2 and Magnesium.
- **Chronic Pain in Osteoarthritis.** Pain and TMJ Disorders. Osteoporosis.
- **Nutritional Therapy** in the Management of Patients with Osteoporosis and Osteoarthritis.

MEETING TIMES & LOCATIONS

EDMONTON, AB
Wed., May 10, 2006
8:30 AM to 3:30 PM
Coast Terrace Inn
4440 Gateway Boulevard
Edmonton, AB

CALGARY, AB
Thu., May 11, 2006
8:30 AM to 3:30 PM
Univ. of Calgary – MacEwan Student Ctr.
2500 University Drive NW
Calgary, AB

INSTRUCTOR

Dr. Michael E. Howard (Ph.D.) is an internationally-recognized expert in the fields of clinical neuropsychology and brain-injury rehabilitation. He has directed six brain injury rehabilitation hospitals and programs, chaired three departments of psychology and neuropsychology, and served on the faculties of psychiatry, neurology, and rehabilitation medicine at three medical schools.

Biomed reserves the right to change instructors without prior notice. Every instructor is either a compensated employee or independent contractor of Biomed.

ACCREDITATION INFORMATION

This program is designed to provide nurses with the latest scientific and clinical information and to upgrade their professional skills. Numerous registered nurses in Canada and the United States have completed this course.

Biomed's parent organization, the INR (Institute for Natural Resources) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. ANCC is a subsidiary of the American Nurses Association (ANA).

INR has been accredited as a provider of continuing education by the California Board of Nursing (CEP#06136), the Florida Board of Nursing (#FBN2139), the Iowa Board of Nursing (#288), and the Kansas Board of Nursing (#LT0140-0927).

For all inquiries, please contact customer service at
1-877-246-6336 or (925) 602-6140.

TUITION

\$109.00 (CANADIAN)/\$92.00 (USA) per person with pre-registration or \$134.00 (CANADIAN)/\$115.00 (USA) at the door if space remains. The tuition includes all applicable Canadian taxes. At the seminar, participants will receive a complete course syllabus. Tuition payment receipt will also be available at the seminar.

TO REGISTER

Please complete and return the registration form below. Or register toll-free with Visa or MasterCard by calling **1-888-724-6633**.

REGISTRATION INFORMATION

Please register early and arrive before the scheduled start time. Space is limited. Attendees requiring special accommodation must advise Biomed in writing at least 45 days in advance. Registrations are subject to cancellation after the scheduled start time. A transfer at no cost can be made from one seminar location to another if space is available. Registrants cancelling up to 72 hours before a seminar will receive a tuition refund less a \$35.00 (CANADIAN)/\$30.00 (USA) administrative fee or, if requested, a full-value voucher, good for one year, for a future seminar. Other cancellation requests will only be honored with a voucher. Cancellation or voucher requests must be made in writing. If a seminar cannot be held for reasons beyond the control of the sponsor (e.g., acts of God), the registrant will receive free admission to a rescheduled seminar or a full-value voucher, good for one year, for a future seminar. A \$35.00 (CANADIAN)/\$30.00 (USA) service charge applies to each returned check. Fees are subject change without notice.

Please check course date:

____ Wed., May 10, 2006 (Edmonton, AB)
____ Thu., May 11, 2006 (Calgary, AB)

PLEASE RETURN FORM TO
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Vancouver, B.C. V6H 4E4
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Name: _____ Profession: _____
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E-Mail: _____ Employer: _____
Please enclose full payment with registration form. Check method of payment.
____ Check for \$109.00 (CANADIAN) (Make payable to **Biomed**)
____ Charge the amount of \$92.00 (USA) to my _____ Visa _____ MasterCard
Card Number: _____ Exp. Date: _____
(enter all raised numbers)

Signature: _____

Please send me directions showing how to reach the meeting site.

REGISTRATION FORM

(This registration form may be copied.)