

# Paws claws and judder things

## Lumps and bumps

CRISTINA GANS

### Clinical history

A two-year old Jersey cow presented to the veterinarian with multiple cutaneous nodules of unknown duration, located throughout the body, although most were concentrated on the head and neck (Figure 1). Some nodules appeared ulcerated and may have been secondarily infected. Lymph nodes were not obviously enlarged. Other animals in the herd were not affected. No other significant abnormalities were noted on clinical examination.

*Figure 1. Numerous raised masses were most prevalent on the head and neck of this cow.*



### Laboratory findings:

An excisional biopsy of two of the nodules were submitted for histology. Histology of the plaque-like masses revealed a densely cellular neoplasm composed of large lymphocytes infiltrating along the dermis and raising the epidermis (Figure 2). The neoplastic population displayed marked cellular and nuclear atypia. A very high mitotic count of over 200 per 10 hpf (or 20/hpf) was present (Figure 3).

### Laboratory diagnosis:

Cutaneous lymphoma

### Discussion:

Lymphoma is one of the most common reported neoplasms in cattle and is classified as either enzootic or sporadic. Of the sporadic types, at least three different forms of lymphoma in cattle have been described: calf/multicentric, thymic and cutaneous. These forms occur most commonly in animals less than 3 years of age and are not associated with bovine leukaemia virus (BLV).

A rapidly progressing multicentric lymphadenopathy progressing to death characterises the calf form, which in spite of the name, can affect cattle of up to two

years of age.

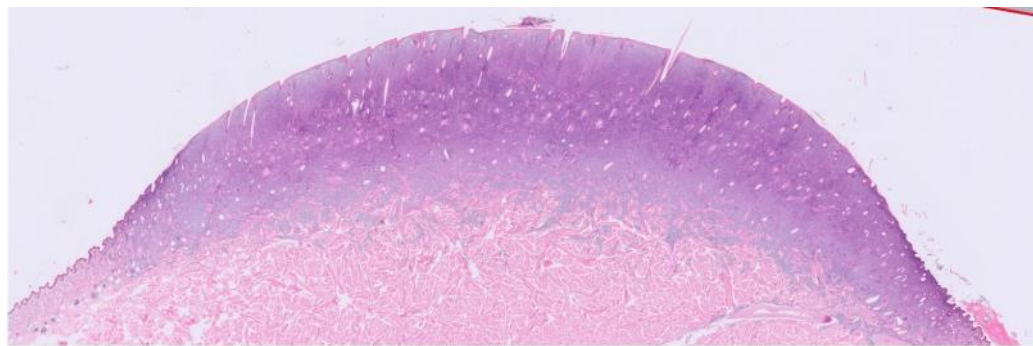
The thymic form is characterised by lymphoproliferative enlargement of the thymus, which depending on the size and location of the tumour, could manifest as a cervical swelling. Other reported clinical signs include dyspnoea, bloat, jugular distention, tachycardia, or oedema of the head and neck.

In comparison to the thymic and calf forms, the cutaneous form presents a less aggressive clinical course, and most typically affects cattle aged 1 to 3 years of age. Lesions may regress and reappear, with eventual progression to visceral organs and the blood. Lymphadenopathy may accompany the skin lesions.

The enzootic form, also known as enzootic bovine leukosis, is associated with BLV infection and is described in adult cattle (with a reported peak incidence 6-8 years of age) Bovine leukosis virus is an oncogenic retrovirus, which infects bovine lymphocytes. Neoplastic lesions may involve the abomasum, heart base, uterus, and other organs, with varied clinical manifestations.

The NZ dairy herd is considered to be free of enzootic bovine leukosis. MPI should be notified in cases of concern for BLV

*Figure 2. Histology from one of the biopsied masses reveals a population of neoplastic lymphocytes infiltrating the dermis.*



infection, particularly when there is visceral involvement, or a persistent lymphocytosis in an older animal, or if multiple animals in a herd display lesions compatible with lymphoma.

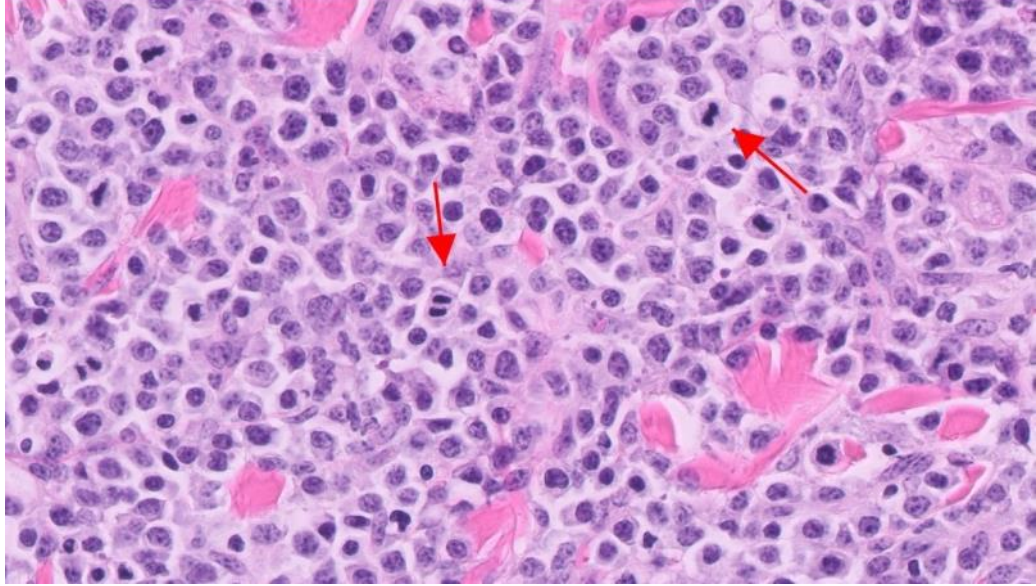


Figure 3. Neoplastic lymphocytes display marked cellular atypia and a high mitotic count. Several mitotic figures are indicated by the red arrows.

*Acknowledgements to Hamish Newton at Veterinary Centre Oamaru for this case submission and photograph.*

## Toxic myth

### ROB FAIRLEY

We often get requests to do histology of the liver to check for signs of toxicity. The belief that histology of the liver can be used as a gauge of intoxication is widespread and presumably results from thinking that because the liver is the common site of chemical detoxification it is always injured in intoxications. This unfortunately is a myth.

A couple of points may be of interest. Firstly, many toxic diseases and especially the acute toxic diseases produce no histological lesions and leave absolutely no histological trace of their action. Cyanide poisoning, nitrate intoxication, acute organophosphate

poisoning as well as the bacterial intoxications, tetanus and botulism are in this category (as are many others).

Secondly, although the liver detoxifies many agents it is not necessarily the target organ. Nitrate toxicity targets the RBC's; organophosphates, tetanus and botulinum toxins target the nervous system; selenium (acutely) affects the heart; monensin affects the heart and skeletal muscles; and superphosphate and aminoglycosides affect the kidneys. There are many toxins that do target the liver (pyrrolizidine alkaloids, sporidesmin, cyanobacteria [blue-green algae], phosphorus) but the main point here is to emphasise that many do not, and histology of the liver will not help with diagnosing many intoxications.

However, some toxins leave distinctive histological lesions and can be diagnosed by histology. For many intoxications, the laboratory diagnosis relies on detecting the toxin. In order to detect a toxin the laboratory must know what to analyse for - nice as it would be there is no CSI Miami machine that can spit out the name of the offending toxin! And unfortunately, we don't have analyses for all toxins.

If you suspect a particular toxin and don't know what to collect, call the laboratory and ask what samples might be of use in making a diagnosis. If you're unable to contact the laboratory, then at the very least collect fresh liver, kidney, fat and stomach/ruminal contents for possible toxicological analysis. If you suspect plant poisoning collecting leaves from the rumen or stomach contents may help in confirming the ingestion of a particular plant. A good range of formalin fixed samples is also useful when you are unsure.

Lastly, some intoxications often rely on indirect means of diagnosis. Nitrate poisoning is a classic. Nitrate can be detected in some cases if the laboratory receives the sample from a freshly dead animal quickly. However most often it is the history of sudden death after being on high nitrate pasture, combined with a lack of histological lesions of any other disease that is used to back the diagnosis.



# Is a lack of accountability holding back your practice?

CHRIS GOUGH, LINCOLN INSTITUTE

The Lincoln Institute and Gribbles Veterinary welcome you to a new three-part series on interpersonal conflict, leading up to the Veterinary Business Symposium being held in October. Here is Part 1, with the other two parts coming in emails in the next week or two.

If the term 'interpersonal conflict' causes you angst, you're not alone – many veterinary practice owners and managers find this topic confronting. However, over the few weeks, we'll show you how you can ultimately turn interpersonal conflict from angst to asset. We'll walk you through the latest data and empower you with knowledge and insights that you can take into your practice.

For those of you interested in diving deeper into this subject, scroll down to the bottom of the article for a special offer.

## Accountability

First, we're turning our attention to accountability. We'll explain how veterinary practices can turn accountability problems into solutions. We'll show you how creating a culture of accountability improves service delivery and reduces interpersonal conflict, in turn lifting financial performance.

### So, what does accountability mean to you?

Often, when we think of 'accountability', words like 'responsibility' come to mind. While responsibility is task-oriented, accountability is about taking ownership, including when responsibilities aren't met. Unfortunately, as practice owners and managers, it can feel like an uphill battle keeping our teams accountable.

Consider this example:

At a team meeting, you agree to roll out a new protocol or system, only to find a short time later that it's no longer being implemented, or it's only being done some of the time, or some people are doing it, while others are not. I suspect you're familiar with this scenario, and you're not alone.

In fact, in our recent survey (Business Leadership Audit, 2022) 59% of respondents disagreed or strongly disagreed with the statement:

*"My team are reliable. They routinely do what they say they are going to."*

Out of the 1,586 veterinary professionals in Australia and New Zealand we surveyed, more than half struggle with a lack of accountability in the workplace.

## The Accountability Conundrum

At the surface, accountability appears simple, right?

You've given your team the instruction, training, and tools to implement the new protocol or system, but over time their consistency drops. Not only does this create inconsistent service delivery, but it also creates rifts amongst the team, leading to interpersonal conflict. The challenge with accountability is that it's not simple, it's complex and it requires a combination of leadership

and culture to ensure its sustained. Creating a culture of accountability in our own practices, starts with changing our definition of accountability.

*Accountability isn't just about being responsible in your role, it's about becoming aware of a situation, owning the problem, finding the solution, and then taking ownership to make it happen.*

As the word 'accountable' suggests, it means that each member of your team can be counted on. Accountability means that your team routinely, reliably, and repeatedly do what you expect of them.

If you enjoyed this content and want to learn even more from us, we hope you'll consider joining us at The Veterinary Business Symposium:

**What:** Veterinary Business Symposium, Auckland

**When:** Wednesday 4 & Thursday 5 October, 2023

**Where:** Rydges Formosa Golf Resort, Beachlands, Auckland

This transformative face-to-face training will provide you with a blueprint for unlocking the full potential of your practice. Whether you are in companion animal, production, equine or mixed practice, we will provide the mindset, skills, and strategies to consistently outperform your competition.

In 48 hours, you will gain the indispensable knowledge and skills to:

- ✓ Prioritise the wellbeing of your team
- ✓ Engage your team to treat the business as their own
- ✓ Confidently manage the performance and behaviour of staff
- ✓ Build a stable and sustainable work force without fear of losing staff
- ✓ Create a highly profitable practice with the financial freedom to pay your people well and invest in education, facilities, and equipment.

## Special offer

Gribbles Veterinary has partnered with The Lincoln Institute to give you two tickets for the price of one! Use coupon code **VBS2for1** at checkout to save 50% when you buy two tickets.

To secure your seats, [click here](#).



# TSE surveillance - help protect New Zealand!



**Biosecurity New Zealand**  
Ministry for Primary Industries  
Manatū Ahu Matua

Biosecurity New Zealand conducts surveillance for transmissible spongiform encephalopathies (TSEs). This programme is vital to our animal products exports. If you see an animal with clinical signs compatible with TSE, please collect and submit samples to the programme.

## Important update for 2023

Carcasses of animals entering the TSE Programme must be appropriately buried on-farm. Please advise your customer that these carcasses cannot be collected for rendering, including for pet food.

## Financial incentives

Biosecurity New Zealand compensates farmers for the loss of their animals, and vets for their time and labour in taking and submitting TSE samples.

	Farmers	Vets
Cattle	\$250 +GST	\$380 +GST
Deer	\$200 +GST	\$250 +GST
Sheep/goats	\$100 +GST	\$200 +GST

## Eligible animals

### Cattle 30 months – 9 years

- > Progressive non-responsive nervous disease

- > Non-responsive metabolic disorders
- > Dairy cattle culled for behavioural reasons
- > Abnormal gait or stance without obvious injury

### Deer > 2 years

- > Progressive non-responsive nervous disease
- > Progressive non-responsive ill-thrift
- > Acute pneumonia or aspiration pneumonia

### Sheep/goats > 2 years

- > Progressive non-responsive nervous disease

For further details, including sampling guidelines and submission form, visit the [NZ Biosecurity website](#).

## In brief

### > Submission requirements for export testing

A reminder - all export testing requests (whether for pre-entry export or for sending an animal overseas) must have the sample date clearly written on the submission form. This date is a MPI / AsureQuality requirement for all export reports.

### > Missed one of our recent online CPD sessions?

We've got you covered - find all the recordings [on our website here](#) under webinars.

### > Winter wellness checks

Does your clinic offer clients wellness checks over the winter months for older or overweight pets? We offer a range of

specific wellness testing aimed at senior pets, overweight pets and pets requiring anaesthesia. We have information about [wellness testing on our website](#) which you can provide to your clients. Plus there are discounted biochemistry panels for general wellness checking, senior animals, pre-anaesthetic testing and more. Check out the Companion Animal section of your price book for details.



**Gribbles**  
VETERINARY



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Contacting Gribbles Veterinary couldn't be easier.

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**Lincoln Institute™**  
*of Veterinary Business*

# Veterinary Business Symposium

2-day live and face-to-face leadership training event  
for veterinary practice owners and managers

## **Tired of your veterinary business controlling your life?**

Find out what truly successful veterinary  
practice owners do differently and learn  
how to do it too!

As the veterinary service demand spurred by  
the pandemic subsides, many practices face  
negative growth, compounded by inflationary  
pressures, staff shortages, rising interest rates,  
and dwindling consumer confidence.

However, a select group of veterinary  
businesses continue to flourish by integrating  
strong leadership and astute business strategy.  
Over 48 hours, learn how to unlock the full  
potential of your veterinary practice.



# What veterinary business symposium will do for you

Veterinary Business Symposium will provide you with a blueprint to create an engaging, sustainable, and commercially prosperous business. Whether you are in companion animal, production or mixed practice, we will provide the mindset, skills, and strategies to consistently outperform your competition.

Spend two days with like-minded colleagues and Lincoln Institute Directors, Paul Ainsworth and Dr Gary Turnbull, as they walk you through the challenges and opportunities of the current veterinary landscape.



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After 12 years of business ownership, I've learnt so much that I didn't know what I didn't know. It's been really good for us. I don't feel like I have to micromanage everything anymore. Now I relax into it and it's a huge relief.

- Dr Megan Alderson, Practice Owner, The Strand Vet (Auckland)

# At the end of the two days, you will walk away with the skills to:

- ▶ Motivate and engage your people.
- ▶ Eliminate the stress and frustration of people management, including how to have difficult conversations with confidence and transform conflict.
- ▶ The ability to develop and empower your people so you can step back and let them do the heavy lifting for you.
- ▶ An understanding of the data you require to develop sound business strategy to proactively take your business on trajectory you have always dreamed of.
- ▶ Learn the financial levers you can pull to improve the commercial performance of your business rapidly and dramatically.



## LIVE 2-day event details

### Auckland, New Zealand

Wednesday 4th & Thursday 5th  
October 2023

At Rydges Formosa Golf Resort,  
Beachlands



Investment **AUS\$697** (inclusive of GST)

Includes two full days of training, morning and afternoon tea, lunch, workbook and pen.

For further information and to secure your place, scan the QR code below!



### Bring a second person to the event as our guest!

Get two tickets for the price of one when purchasing multiples of two tickets:

Use the coupon code **VBS2for1** for the Gold Coast event this October

Got a question? Contact us at:

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