

IN THE MATTER OF THE VETERINARY PROFESSION ACT,
R.S.A. 2000, c. V-2, AS AMENDED;

AND IN THE MATTER OF A HEARING INTO THE CONDUCT OF
DR. KRISTIL JONES, A MEMBER OF THE ALBERTA
VETERINARY MEDICAL ASSOCIATION;

AND INTO THE MATTER OF A COMPLAINT BY DR. GERALD
HAUER, CHIEF PROVINCIAL VETERINARIAN.

PROCEEDINGS HELD IN EDMONTON, ALBERTA
SEPTEMBER 8, 2016

**DECISION AND REASONS FOR SANCTIONS OF THE HEARING
TRIBUNAL OF THE ALBERTA VETERINARY MEDICAL ASSOCIATION
(ABVMA)**

Pursuant to a public hearing held on September 8, 2016 at the offices of the Alberta Veterinary Medical Association in Edmonton, the Alberta Veterinary Medical Association (“ABVMA”) Hearing Tribunal is issuing its reasons for its decisions.

A Hearing into the conduct of Dr. Krystil Jones was held on Thursday, September 8, 2016, pursuant to the *Veterinary Profession Act*, R.S.A.2000, c-V2 as amended (the “Act”).

The members of the hearing Tribunal were:

Dr. Jennifer Willans, Chair

Dr. James Marshall

Dr. Navjot Gosal

Mr. David Graham, public member

The hearing was a public hearing pursuant to s. 35 of the Act.

CONSENT ORDER

The investigated member, Krystil Jones, provided a written admission of unprofessional conduct to the hearing Tribunal dated July 27, 2016 pursuant to s.35.1 of the Act.

The Hearing Tribunal accepts all of the admission of the investigated member.

The allegations in the Notice of Hearing arise from a complaint from Dr. Gerald Hauer, Chief Provincial Veterinarian dated December 14, 2015.

The allegations in the Notice of Hearing are as follows:

Unethical conduct

1. That you misrepresented your professional qualifications and experience in your curriculum vitae (CV) that was provided to Alberta Agriculture and Rural Development (AARD).
2. That you misrepresented to AARD that you were eligible for licensure with the ABVMA when you knew that you had failed the North American Veterinary Licensing Examination (NAVLE) in December of 2012 and were, therefore, ineligible to register.
3. That after commencing employment with AARD in the position of Assistant Chief Provincial Veterinarian, you misrepresented that you were registered with the ABVMA.
4. That following your misrepresentation to AARD that you were registered as a member of the ABVMA, you submitted and accepted reimbursement for annual dues for 2014 when you did not pay those dues.
5. You expressly represented to AARD during the summer and fall of 2015, there was a “mix up” with the NAVLE results at the CVMA and that you had passed the NAVLE when you knew that not to be true.
6. You continued to misrepresent to AARD for the period of August 2015 through December 2015, various explanations with respect to your registration with the ABVMA which were untrue.
7. For the period September 2014 through to October 2015, you practiced veterinary medicine when you did not have a valid license to do so.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1) (i), (ii), (x) and/or (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

Fraudulent Documentation

8. You created falsified documents as follows:
 - (i) Canadian Veterinary Medical Association (CVMA)/National Examination Board (NEB) test results for the NAVLE-1201 undertaken on December 6, 2012.
 - (ii) A CIBC Visa statement indicating proof of payment of the ABVMA 2014 registration dues.
 - (iii) A Certificate of Qualification document from the CVMA.

Such conduct constitutes unprofessional conduct pursuant to s. 1(n.1) (i), (ii), (x) and/or (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

The hearing proceeded on September 8, 2016.

The following documents were accepted as Exhibits at the Hearing:

1. Notice of Hearing, dated July 7, 2016.
2. Notice to Attend.
3. Investigation report, submitted by Dr. Margaret Fisher, dated May 25, 2016.
4. Affidavit of Service of the three documents listed above.
5. Admission of unprofessional conduct, dated July 27, 2016.
6. Signed consent order along with schedule A.

AGREED STATEMENT OF FACTS:

1. In December 2012, Dr. Jones, a student at University of Calgary Faculty of Veterinary Medicine (“UCVM”), wrote the North American Veterinary Licensing Exam (“NAVLE”).
2. Dr. Jones failed the NAVLE.
3. Dr. Jones was a graduate of UCVM in 2013.
4. In the Spring of 2014, Dr. Jones applied for the position of Assistant Chief Provincial Veterinarian with Alberta Agriculture and Forestry (“AARD”). Dr. Jones was hired and commenced working in the Fall of 2014.
5. At the time Dr. Jones represented to AARD that she was registered with the Alberta Veterinary Medical Association (“ABVMA”).
6. In March 2015, Dr. Jones submitted a receipt for 2014 ABVMA registration fees in order to meet the March 31, 2015 AARD deadline for 2014 expense claims. An electronic claim form in the amount of \$775.17 for ABVMA fees was submitted. As proof of payment, Dr. Jones provided a Visa statement with the line item for the expense. No ABVMA receipt was provided.
7. In March 2015 Dr. Jones attends a Veterinary Reserve meeting in Ottawa and provided a falsified Certificate of Qualification (“C of Q”) to Canadian Veterinary Medical Association (“CVMA”) staff.
8. In August 2015 Dr. Jones is asked to attend an ABVMA Council meeting in place of Dr. Gerald Hauer, the Chief Provincial Veterinarian for Alberta. The ABVMA determined that Dr. Jones was not registered with the ABVMA and therefore ineligible to substitute for Dr. Hauer at Council.
9. In response to inquiries by Dr. Hauer with respect to the registration status, Dr. Jones represented that she was registered in 2014 and that there was a mix-up for 2015. Dr. Jones also advised that there is a mix-up with the NAVLE results in that she had received contradictory letters from the CVMA indicating that she had passed the NAVLE but thereafter received a subsequent letter indicating that she had not passed.

10. The ABVMA registers Dr. Jones as a Limited Practice Licensee – Supervised in October, 2015. Dr. Jones indicates she is registering to rewrite the NAVLE.
11. Inquiries by the ABVMA with the CVMA determine that Dr. Jones’ representation that she would be writing the NAVLE in 2016 could not be accurate as registration had not been initiated yet for 2016.
12. The ABVMA is also advised that Dr. Jones had never paid any CVMA dues.
13. Dr. Jones continues to represent to Dr. Hauer there are mix-ups with the NAVLE and CVMA regarding her results and her C of Q.
14. Dr. Jones provides a letter with the NAVLE results to Dr. Hauer. The document provided is a falsified document. Dr. Jones also provided a document on CVMA letterhead indicating that she had passed the NAVLE. This document was also a fraudulent document. Dr. Jones provides a false C of Q to Dr. Hauer.
15. Through the course of October and November 2015, inquiries are made by AARD and the ABVMA with respect to the status of Dr. Jones’ NAVLE, C of Q and payment to the ABVMA. Ultimately it is determined that the documents were falsified by Dr. Jones.
16. Throughout the discussions with AARD for 2014 fees in the Fall of 2015, Dr. Jones continues to represent that matters are confused and provided explanations regarding her documentation, qualifications and background experience.
17. On December 1, 2015, Dr. Jones’ employment with Alberta Agriculture and Forestry is terminated.
18. On December 9, 2015, Dr. Jones’ registration as a Limited Practice Licensee – Supervised was cancelled.
19. Attached is a chronology of events with respect to Dr. Jones, marked as Schedule “A”.

AGREED FINDINGS OF THE HEARING TRIBUNAL

Unethical conduct

1. *That Dr. Jones misrepresented her professional qualifications and experience in her curriculum vitae (CV) that was provided to Alberta Agriculture and Rural Development (AARD).*

The Hearing Tribunal was provided a copy of the CV submitted by Dr. Jones to AARD. Dr. Jones stated that she worked as private practice veterinarian from August to December 2013 at Kloof Veterinary Hospital in South Africa.

In an email to Oliver Hoffman, the manager of the NEB at the CVMA dated November 10, 2015, Dr. Jones states that she did not work at that veterinary practice, as when she arrived in

Cape Town, “the number they gave me was not in service and they didn’t respond to my emails. Needless to say, there was no job and I was out a fair sum of money”.

When the investigator (Dr. Margaret Fisher) contacted this clinic, they stated that Dr. Jones never worked nor volunteered at that practice.

The Hearing Tribunal was also provided with the ABVMA application for registration for the limited practice licensee (supervised) dated August 21, 2015. On this application, Dr. Jones is asked to provide ALL of her veterinary work history (employment or volunteer). She does not list the practice in South Africa on this form.

The Hearing Tribunal prefers the evidence that Dr. Jones did not practice at the Kloof Veterinary Hospital in Capetown, South Africa and therefore misrepresented her qualifications and experience on her CV.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. Lying on your resume to inflate your work experience is not consistent with these ethical duties. In addition, the Tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment and harms the integrity of the profession as outlined in s. 1(n.1) (i) and (xi) of the *Veterinary Profession Act, R.S.A 2000, c. V-2*, as amended.

2. *That Dr. Jones misrepresented to AARD that she was eligible for licensure with the ABVMA when she knew that she had failed the North American Veterinary Licensing Examination (NAVLE) in December of 2012 and were, therefore, ineligible to register.*

The Hearing Tribunal was provided the “Report of Score” for Krystil Kamille Jones, sent directly from the CVMA. This document clearly indicated that Dr. Jones failed to pass the NAVLE in December of 2012.

The Tribunal was provided a timeline of events within the Investigators report. This timeline indicated that from the Fall of 2014 until November of 2015, Dr. Jones was asked repeatedly to provide evidence of her licensure status by Dr. Hauer at AARD.

The Tribunal was also provided with two letters written by Dr. Jones. One was written to the investigator, Dr. Margaret Fisher dated February 11, 2016 and the other was written to Dr. Hauer dated February 16, 2016. In both letters, Dr. Jones indicates that she lied about her licensure status and failing the NAVLE examination.

The Hearing Tribunal prefers the evidence that Dr. Jones failed her NAVLE examination in December of 2012 and that Dr. Jones would have had multiple opportunities to tell the truth about failing the NAVLE examination. She instead continued to lie about her licensure eligibility to her employer.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. Lying to your employer about a matter as important and fundamental as this is not consistent with these ethical duties. The Tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment and harms the integrity of the profession as outlined in s. 1(n.1) (i) and (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

3. *That after commencing employment with AARD in the position of Assistant Chief Provincial Veterinarian, Dr. Jones misrepresented that she were registered with the ABVMA.*
4. *That following Dr. Jones' misrepresentation to AARD that she was registered as a member of the ABVMA, she submitted and accepted reimbursement for annual dues for 2014 when she did not pay those dues.*

The Hearing Tribunal prefers to discuss these two allegations together as they are closely related.

The Hearing Tribunal was provided with two documents that Dr. Jones had submitted to AARD regarding her payment of licensing dues and registration with the ABVMA. The first document was a CIBC VISA statement that stated she paid \$775.17 on October 24, 2014. The second document was an electronic submission (ExClaim) dated March 6, 2015 for the reimbursement of her ABVMA registration dues.

The Hearing Tribunal was provided with email correspondence from Margaret Massey to Digital Tea, dated November 12, 2015. This email correspondence discussed the efforts made by the ABVMA to look for the "lost" payment that Dr. Jones claimed to have paid to the ABVMA. It included contacting the website company (Digital Tea), contacting their payments company Moneris and searching their paper records in the office. This payment could never be found despite an extensive search by the ABVMA staff.

The Tribunal was provided a copy of the ABVMA application for registration, FIRST TIME applicant – limited (supervised) veterinarian dated August 21, 2015. This was paid by Dr. Jones on October 1, 2015.

The Tribunal was also provided with two letters written by Dr. Jones. One was written to the investigator, Dr. Margaret Fisher dated February 11, 2016 and the other was written to Dr. Hauer dated February 16, 2016. In both letters, Dr. Jones indicates that she lied about her licensure status, lied about failing the NAVLE examination and falsely claimed reimbursement for the ABVMA dues.

The Hearing Tribunal prefers the evidence that Dr. Jones did not apply for licensure with the ABVMA until it was received on September 22, 2015 and paid for on October 1 of 2015. This was well after she sought reimbursement and well after she started employment at AARD. The Tribunal finds that Dr. Jones misrepresented her registration with the ABVMA to AARD. The Tribunal finds that Dr. Jones submitted and accepted reimbursement for annual dues for 2014 when she did not pay those dues.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. Lying about your licensing status when your job requires you to practice veterinary medicine is not consistent with these ethical duties. Accepting a reimbursement for money you never spent is essentially stealing. The Tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment, it harms the integrity of the profession and it is harmful to the taxpayer of Alberta. This is as outlined in s. 1(n.1) (i) (x) and (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

5. *Dr. Jones expressly represented to AARD during the summer and fall of 2015, there was a "mix up" with the NAVLE results at the CVMA and that she had passed the NAVLE when she knew that not to be true.*

The Hearing Tribunal was provided the "Report of Score" for Krystil Kamille Jones, sent directly from the CVMA. This document clearly indicated that Dr. Jones failed to pass the NAVLE in December of 2012.

The Tribunal was provided with email correspondence between Dr. Jones and Oliver Hoffman at the CVMA dated October 23, 2015 through to November 10, 2015. Oliver Hoffman starts the email thread by informing Dr. Jones that the Certificate of Qualification that she had provided to his colleague at the Veterinary Reserve in March of 2015 was not a legitimate certificate. Dr. Jones states in her responses that she received both a certificate of qualification from the CVMA and a letter that stated she passed the December 2012 NAVLE. She appeared confused as to why she would have a false certificate in her belonging.

The Tribunal was provided a copy of the ABVMA application for registration, FIRST TIME applicant – limited (supervised) veterinarian dated August 21, 2015 submitted by Dr. Jones on September 22, 2015. If an applicant has a certificate of qualification, they do not need to apply for a supervised license.

The Tribunal was also provided with two letters written by Dr. Jones. One was written to the investigator, Dr. Margaret Fisher dated February 11, 2016 and the other was written to Dr. Hauer dated February 16, 2016. In both letters, Dr. Jones indicates that she lied about her licensure status and failing the NAVLE examination.

The Hearing Tribunal prefers the evidence that Dr. Jones was aware that she failed the NAVLE and was aware there was NOT a “mix up”. The lies told by Dr. Jones ended up creating more work for a number of her colleagues at the CVMA, the ABVMA and AARD. This shows a disrespect for the profession and a lack of integrity.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. Creating a series of false stories that requires your colleagues to go on an investigative search to uncover these lies is not consistent with these ethical duties. In addition, the tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment and harms the integrity of the profession as outlined in s. 1(n.1) (i) and (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

6. *Dr. Jones continued to misrepresent to AARD for the period of August 2015 through December 2015, various explanations with respect to her registration with the ABVMA which were untrue.*

The Tribunal was provided the investigator report written by Dr. Margaret Fisher. In this report are some interview summaries in a time line format. According to this summary, Dr. Hauer had asked Dr. Jones to attend an ABVMA Council meeting in August of 2015. The ABVMA registrar, Dr. Dalton advises Dr. Hauer that she cannot attend because she is not registered with the ABVMA. From August of 2015 and December of 2015, Dr. Hauer stated he had multiple meetings with Dr. Jones to discuss this matter.

The Tribunal was provided with email correspondence between Dr. Jones and Oliver Hoffman at the CVMA dated October 23, 2015 through to November 10, 2015. Oliver Hoffman starts the email thread by informing Dr. Jones that the Certificate of Qualification that she had provided to his colleague at the Veterinary Reserve in March of 2015 was not a legitimate certificate. Dr. Jones states in her responses that she received both a certificate of qualification from the CVMA and a letter that stated she passed the December 2012 NAVLE. She appeared confused as to why she would have a false certificate in her belonging.

The Tribunal was provided with email correspondence between Dr. Jones and Oliver Hoffman at the CVMA dated November 17-19, 2015. Dr. Hauer was cc'd on these emails. In these emails, Oliver Hoffman asks Dr. Jones to clarify point by point all of the events surrounding her NAVLE and Certificate of Qualification. In this email thread, Dr. Jones indicated that the first time she saw her failing NAVLE score was the week before. She continued to argue that she received the passing NAVLE score and Certificate of Qualification while she was in South Africa and could offer “no explanation” for why she received false documents.

The Tribunal was also provided with two letters written by Dr. Jones. One was written to the investigator, Dr. Margaret Fisher dated February 11, 2016 and the other was written to Dr. Hauer dated February 16, 2016. In both letters, Dr. Jones indicates that she lied about her licensure status and failing the NAVLE examination. She also admitted to creating these false documents (NAVLE test score results and Certificate of Qualification). In both letters, Dr. Jones describes her actions as a “ridiculous charade”.

The Hearing Tribunal prefers the evidence that Dr. Jones was aware that she failed the NAVLE before she was hired by AARD and she was aware that did not have valid certificate of qualification from the CVMA. The Tribunal prefers the evidence that Dr. Jones created false documents to help her story. The lies told by Dr. Jones ended up creating more work for a number of her colleagues at the CVMA, the ABVMA and AARD. This shows a disrespect for the profession and a lack of integrity.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. Creating a series of false stories that requires your colleagues to go on an investigative search to uncover these lies is not consistent with these ethical duties. In addition, the tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment and harms the integrity of the profession as outlined in s. 1(n.1) (i) and (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

7. *For the period September 2014 through to October 2015, Dr. Jones practiced veterinary medicine when you did not have a valid license to do so.*

The Tribunal was provided a copy of the ABVMA application for registration, FIRST TIME applicant – limited (supervised) veterinarian dated August 21, 2015 submitted by Dr. Jones. It was received by the ABVMA on September 22, 2015.

The Tribunal was provided a copy of an order history and a receipt from the ABVMA for membership dues dated October 1, 2015.

The Tribunal was provided a copy of a letter dated October 7, 2015 from Dr. Dalton to Dr. Jones outlining she was a limited (supervised) license from October 6, 2015 to April 6, 2016. This was then cancelled, effective December 1, 2015 when her position at AARD finished.

In the complaint letter from Dr. Hauer, dated December 2014, he stated that Dr. Jones was hired as the Assistant Chief Provincial Veterinarian in the summer of 2014.

The Tribunal was also provided with two letters written by Dr. Jones. One was written to the investigator, Dr. Margaret Fisher dated February 11, 2016 and the other was written to Dr.

Hauer dated February 16, 2016. In both letters, Dr. Jones indicates that she lied about her licensure status and failing the NAVLE examination. She also admitted to creating these false documents (NAVLE test score results and Certificate of Qualification). In both letters, Dr. Jones describes her actions as a “ridiculous charade”.

The Hearing Tribunal is aware that the office of the Chief Provincial Veterinarian has several important responsibilities that have impact in both trade and economics for the Province of Alberta. These include biosecurity, food safety and the management of reportable diseases. Practicing without a license could have negatively impacted the reputation of the veterinary colleagues in that office as well as had broader complications in the province’s relationships with other jurisdictions. The Tribunal considers this very disrespectful to the profession and a significant potential risk of harm to the public.

The Hearing Tribunal finds that Dr. Jones was practicing without a license from the time she was hired in September 2014 until her limited (supervised) license started October 6, 2015.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. In addition, the tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment as outlined in s. 1(n.1) (i) and (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended. The Hearing Tribunal wishes to emphasize that they find this particular allegation constitutes unprofessional conduct because it harms the public of Alberta as outlined s. 1(n.1) (x) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

Fraudulent Documentation

8. Dr. Jones created falsified documents as follows:

- (iv) Canadian Veterinary Medical Association (CVMA)/National Examination Board (NEB) test results for the NAVLE-1201 undertaken on December 6, 2012.
- (v) A CIBC Visa statement indicating proof of payment of the ABVMA 2014 registration dues.
- (vi) A Certificate of Qualification document from the CVMA.

The Hearing Tribunal was provided with copies of the above 3 fraudulent documents.

The Tribunal was also provided with two letters written by Dr. Jones. One was written to the investigator, Dr. Margaret Fisher dated February 11, 2016 and the other was written to Dr. Hauer dated February 16, 2016. In both letters, Dr. Jones indicates that she lied about her licensure status and failing the NAVLE examination. She also admitted to creating these false documents (NAVLE test score

results, Certificate of Qualification, and CIBC Visa statement), and falsely claiming reimbursement for licensing fees that she had not paid. Dr. Jones did inform the Hearing Tribunal that she has subsequently paid that money back to AARD.

The Hearing Tribunal finds that this constitutes unprofessional conduct because it contravenes the ethical duties in the General Regulations. In Part 3, 16.1 (b) of the General regulations it states that every member of the Association shall serve their clients, members of the public and fellow members of their profession with integrity. In Part 3, 16.1 (e), it states that members shall be candid and honest when advising clients. Creating a series of false stories that requires your colleagues to go on an investigative search to uncover these lies is not consistent with these ethical duties. In addition, the Tribunal finds that this constitutes unprofessional conduct because it displays a lack of judgment and harms the integrity of the profession as outlined in s. 1(n.1) (i) and (xi) of the *Veterinary Profession Act*, R.S.A 2000, c. V-2, as amended.

ACKNOWLEDGEMENT OF RESPONSIBILITY:

It is acknowledged by the ABVMA and Dr. Krystil Jones that her conduct as described above constitutes unprofessional conduct. Dr. Krystil Jones has accepted responsibility for her conduct pursuant to s.35.1 of the *Veterinary Profession Act*. The sanctions set out below are jointly agreed to and based upon, in part, the responsibility accepted by Dr. Krystil Jones.

The Hearing Tribunal appreciates the cooperative nature that Dr. Jones displayed during the hearing.

NO RIGHT TO APPEAL:

The ABVMA and Dr. Jones agree that there shall be no right of appeal from this Consent Order.

SANCTION OF THE HEARING TRIBUNAL

As a result of the findings of the Hearing Tribunal with respect to allegations of unprofessional conduct, the Hearing Tribunal makes the following orders in accordance with s.41.1 of the act.

ORDERS AS TO SANCTIONS:

The Hearing Tribunal orders that the appropriate sanctions in the circumstances of this matter are as follows:

1. *A Reprimand shall be issued as against Dr. Jones.*

It is the decision of the Tribunal that the allegations in this case are serious and worthy of a formal reprimand. This was not just “one” mistake. The dishonest actions of Dr. Jones continued for a significant length of time. Dr. Jones lied to multiple veterinary colleagues on multiple occasions. She lied to multiple veterinary organizations (CVMA, ABVMA and AARD).

2. *Dr. Jones' registration with ABVMA shall remain cancelled (without the ability to apply for registration with the ABVMA) for a minimum period of five (5) years from the date of this Order.*

Dr. Jones had a very prestigious position at the office of the Chief Provincial Veterinarian. This is position that holds a lot of trust of the Alberta public. As stated above, the office of the Chief Provincial Veterinarian has several important responsibilities that have impact in both trade and economics for the Province of Alberta. These include biosecurity, food safety and the management of reportable diseases. Practicing without a license could have negatively impacted the reputation of the veterinary colleagues in that office as well as had broader complications in the province's relationships with other jurisdictions.

On the basis of the evidence before it, the Hearing Tribunal concluded that Dr. Jones failed to recognize the seriousness of her conduct until she was repeatedly questioned about her story over a significant amount of time. This represents a serious lack of judgement.

The Hearing Tribunal feels that this sanction will serve to protect the public as well as a deterrent for Dr. Jones and the membership at large.

Dr. Jones graduated from veterinary school in the spring of 2013 and has yet to write the NAVLE examination a second time. Not only will she have to prepare for the NAVLE examination should she choose to return to the profession, the onus will be on her to stay current with her continuing education during this five-year period.

3. *Dr. Jones shall be required to successfully complete (at her cost) the Probe: Ethics and Boundaries Program (Professional / Problem Based Ethics Course) delivered by the Centre for Personalized Education for Physicians (CPEP) within two (2) years of the date of this Order and provide proof thereof to the ABVMA.*

The Hearing Tribunal received information about the planned curriculum for this course. The goal of this course is to provide Dr. Jones with some tools to assess why this happened and what she can do to prevent similar events from happening in the future. The goal of this sanction is rehabilitation.

4. *Dr. Jones shall pay fines in the amount of \$20,000.00 (a \$10,000.00 fine each with respect to unethical conduct and falsifying documents, respectively). Dr. Jones shall pay \$10,000.00 within one (1) year from the date of this Order and remaining \$10,000.00 within the following four (4) years thereafter in four (4) equal installments payable on September 15th of each year.*

The Act does allow for the Tribunal to assign a maximum fine of 10,000 per each finding of unprofessional conduct with a maximum total of \$50,000.

This fine represents the maximum fine for each category of unprofessional conduct rather than the maximum find per finding of unprofessional conduct. As Dr. Jones is currently

not working, the Tribunal is aware it may take some time for her to pay these fines. By the time Dr. Jones is eligible to apply for membership, the fines will need to be paid.

The purpose of this sanction is to act as a deterrent for Dr. Jones as well as the membership at large. The findings of unprofessional conduct in this case are very serious and represented repeatable dishonest actions and behavior. This is not behavior worthy of a member of the veterinary profession in Alberta.

5. *Dr. Jones shall pay full costs with respect to the investigation and hearing of this matter, which shall be invoiced to Dr. Jones. One-half of the costs shall be paid within one (1) year of the date of this Order and the remaining one-half of the costs shall be paid within the following four (4) years thereafter in four (4) equal installments payable on September 15th of each year.*

The Hearing Tribunal is aware that there are costs associated with the hearing (e.g. legal fees, transportation costs, court reporting costs). If Dr. Jones does not pay the costs of this hearing, then the costs may ultimately be borne by the rest of the ABVMA membership. This would not be fair to the rest of the membership.

The Hearing Tribunal feels that this sanction is fair and has been required of other members found guilty of unprofessional conduct. It should also serve as a deterrent for Dr. Jones as well as the membership at large.

6. *In the event that Dr. Jones is subsequently approved for registration with the ABVMA after the minimum period of five (5) years (and the decision as to registration shall remain solely within the discretion of the Registrar, Registration Committee and/or Council in accordance with the VPA). Dr. Jones' registration shall be on the condition that she is subject to professional oversight by a registered veterinarian with the ABVMA (the overseeing veterinarian to be approved by the Complaints Director) and with reporting to the Complaints Director by the overseeing veterinarian as required by the Complaints Director for a period of two (2) years from the time of Dr. Jones' registration.*

The purpose of this sanction is to protect the public and protect the integrity of the profession. If Dr. Jones decides to apply for membership in 5 years, there will be a significant level of professional oversight for the first two years. Dr. Jones exhibited repeatable dishonest behaviors during her time as the Assistant Chief Provincial veterinarian. It is in the best interest of the public to be more sure that she has been rehabilitated.

7. *There shall be publication of this Consent Order on a "with names" basis in the same manner as suspension notices are issued with respect to professional conduct matters.*

This sanction will be in accordance of the Council Policy on the publication of professional conduct proceedings.

The actions and behavior of Dr. Jones was a serious breach of professional ethics. The fraudulent documents presented by Dr. Jones have demonstrated behavior that is not at all trustworthy.

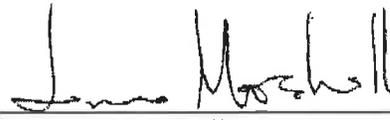
The purpose of this sanction is to protect the public, preserve the integrity of the profession and act as a deterrent for the general membership.

**Hearing Tribunal of the
Alberta Veterinary Medical Association**

Per:



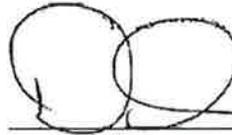
Dr. Jen Willans, Chair



Dr. James Marshall



Dr. Navjot Gosal



Mr. David Graham, Public Member