

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. WILMA DEN OUDSTEN, A MEMBER OF THE
ALBERTA VETERINARY MEDICAL ASSOCIATION;

AND INTO THE MATTER OF A COMPLAINT BY DR.
GERALD HAUER INTO THE CONDUCT OF DR. WILMA DEN
OUDSTEN.

PROCEEDINGS HELD IN EDMONTON, ALBERTA
NOVEMBER 24-26, 2009

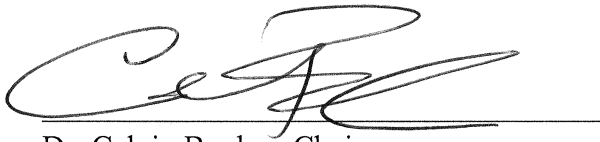
**SANCTIONS OF THE HEARING TRIBUNAL OF THE ALBERTA
VETERINARY MEDICAL ASSOCIATION (ABVMA)**

As a result of the deliberation of the Hearing Tribunal of the ABVMA into this matter the following sanctions shall apply:

1. Dr. Den Oudsten shall be issued a written reprimand from the Hearing Tribunal.
2. Dr. Den Oudsten's registration as a veterinarian with ABVMA shall be suspended for nine consecutive months, effective immediately.
3. Dr. Den Oudsten shall be prohibited for life from participating in any federal or provincial programs requiring a government accredited or recognized veterinarian, effective immediately.
4. All veterinary practice entities in which Dr. Wilma Den Oudsten is a majority owner or controlling/responsible individual, including Crestomere Veterinary Services, shall be permanently prohibited from providing services as part of any federal or provincial programs requiring a government accredited or recognized veterinarian, effective immediately.
5. Dr. Den Oudsten shall be fined the sum of \$50,000.00, representing fines of \$10,000.00 each for the findings of unprofessional conduct under allegations 2 (i, ii, iii, and iv), 4, and 5 of the Notice of Hearing; fines of \$5,000.00 each for the findings of unprofessional conduct under allegations 1 and 3 (ii) of the Notice of Hearing; and a fine of \$10,000.00 for the finding of unprofessional conduct under allegation 6 of the Notice of Hearing, which can be paid in up to three equal installments at three month intervals during the nine month ABVMA licensure suspension (three months, six months, and nine months).

6. Dr. Den Oudsten shall pay all costs associated with the investigation and hearing into these matters to the ABVMA by January 31, 2010.
7. Dr. Den Oudsten shall complete a minimum of twenty hours of continuing education/personal development in the areas of communication/interpersonal skills and practice management to be approved by the Complaints Director.
8. Dr. Den Oudsten shall attend and participate in the next ABVMA Registration Day (June 2010).
9. This Order shall be published in the ABVMA magazine on a “with names” basis.
10. Dr. Den Oudsten’s registration as a veterinarian with the ABVMA shall not be reinstated until she has fulfilled all requirements of these sanctions.

HEARING TRIBUNAL OF THE ALBERTA VETERINARY MEDICAL ASSOCIATION

A handwritten signature in black ink, appearing to read 'C. Booker', written over a horizontal line.

Dr. Calvin Booker, Chairperson