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CDO WORKSHOPS FALL 2011

The Evolving Role of RDs in Changing Practice Environments

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Accountability Works Both Ways



Lesia Kicak, RD, M.Sc.
President

As a profession with the privilege of self-governance, we have the responsibility to keep informed and to consider opportunities to become directly involved in College activities to influence outcomes.

The College of Dietitians of Ontario exists to regulate and support all Registered Dietitians in the interest of the public of Ontario.

We are dedicated to the ongoing enhancement of safe, ethical and competent nutrition services provided by Registered Dietitians in their fields of practice.

Since the College is founded on the principle of profession self-governance, there are some wonderful opportunities for RDs to participate in College activities to hold themselves and the College accountable to the regulatory mandate of public protection.

ACTIVELY PARTICIPATE — GET DIRECTLY INVOLVED

Participation includes getting directly involved in College activities which can influence outcomes and support the profession to provide safe, ethical and competent dietetic services. Being involved will contribute to ensuring good dietetic care for Ontarians and provide you with opportunities for growth.

- Stand for elections to be a Council member or vote for a candidate during elections;
- Apply for appointment to a statutory committee, such as, Patient Relations, Registration, and Quality Assurance;
- Apply to be a peer assessor for the Quality Assurance Program; and
- Apply to be an item writer for the *Jurisprudence Knowledge and Assessment Tool*.

COMMIT TO BEING INFORMED - KEEP THE LINES OF COMMUNICATION OPEN

Another way to be accountable is to keep the lines of communication with the College open. This means ensuring that your contact information is updated so that you can receive College communications and respond to them on time. Using College resources, reading emails, letters and *résumé* will help you be informed about regulatory matters having an impact on dietetic practice.

- Read College communications and respond to them;
- Access the College website and the Practice Advisory Service for information on how standards apply;
- Comply with College requirements for quality assurance and registration renewal; and
- Ensure that your contact information is current.

HOLD THE COLLEGE ACCOUNTABLE — GIVE FEEDBACK

We can also participate in self-governance by monitoring the work of the College and holding it accountable to excellent regulatory practices. Read emails, correspondence, *résumé* articles, and the website. Provide input into surveys and, when you have a comment, write an email to the Registrar & ED. Your input can make a difference.

Council Election Results 2011

DISTRICT 2

Lesia Kicak, RD

DISTRICT 4

To be appointed by Council.

June 2011 Meetings

Annual General Meeting: June 22, 3-4pm

Council Meeting: June 22, 4-6pm & June 23, 9am-4pm

These meetings are open to the public. For more information and to reserve a place at the meeting, please contact the College.

What does the College do for members?



Mary Lou Gignac, MPA
Registrar & Executive Director

Effective regulation is a win/win situation for the people of Ontario and the CDO membership.

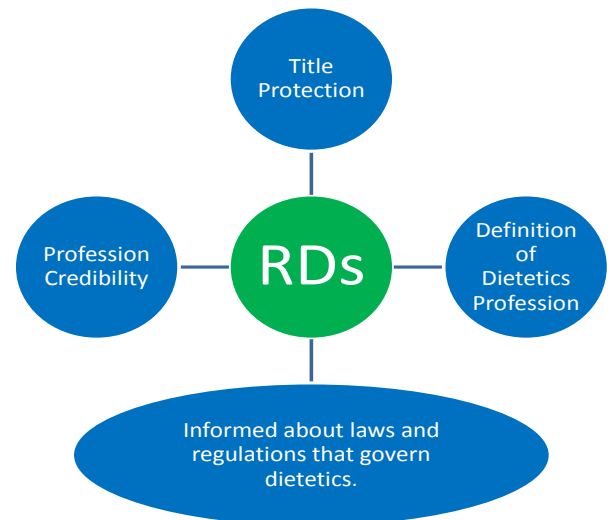
As Registrar & ED, I have often had conversations about an inherent contradiction in College work: CDO is a member driven organization. Consider that CDO is funded by members, governed by members (majority on Council and committees), dependent on member involvement, and, members are the most direct recipients of most of the College services. The contradiction is that our legal duty is to serve and protect the public interest – not to serve its members. Members pay the College to regulate the profession in the public interest. It is not at all surprising that some members ask, “What does the College do for me?”

WHAT THE COLLEGE DOES FOR MEMBERS

The principle benefits of members belonging to a regulatory health college are title protection, credibility of the profession, definition of the profession, support in learning about the laws and regulations which govern their profession.

Title Protection

The *Dietetics Act* reserves the title “dietitian” and “registered dietitian” for members of the College. This title differentiates the regulated nutrition professionals, dietitians from non-regulated providers of nutrition services. The College promotes this title to the public and handles all reports about individuals who unlawfully use the RD title. See page 12.



Credibility of the Profession through Effective Regulation & Public Education

Research shows that people recognize the concept of professional regulation and associate this with a higher standard. Through the internet, people can easily find out who is regulated and who they can trust for safe nutrition advice. RDs can join our public education efforts to promote the fact that RDs are regulated and what this means by way of standards for education, standards of practice, ethics and conduct as well as continued competence and member accountability to the College.

Definition of the Dietetics Profession

Professions and their scopes of practice evolve over time. In the highly regulated health care system, this evolution often requires legislative barriers to be removed. Working from the public interest perspective, the College is fully engaged in the scope of practice changes involving changes to provincial laws, regulations, standards of competence and practice.

Entry to practice competencies and educational requirements also define professions. The College works with national partners through the Alliance of Canadian Dietetic Regulatory Bodies and the *Partnership for Dietetic Education and Practice* to update these important professional foundations.

RDs Informed About Laws and Regulations

The College's Practice Advisory and Quality Assurance Programs help Registered Dietitians stay informed of the laws and other professional obligations and expectations for

practice. The College provides Information, education, assessment and reflection tools, and individualized advice to support RDs. The growing use and satisfaction ratings show that RDs benefit from having the College interpret and clarify obligations for different areas of dietetic practice. The Quality Assurance Program enables the College to assure the public that RDs are held to high standards for continuing competence.

Effective regulation is a win/win situation for both the people of Ontario and the CDO membership.

QA Program Update

Barbara McIntyre

New CDO Quality Assurance Program Manager

The College of Dietitians of Ontario is pleased to announce that, on March 21, 2011, Barbara McIntyre assumed the position of Quality Assurance Program Manager with the College. Barbara comes to CDO with a wealth of experience in managing projects and programs including the development of people, evaluation strategies and communications channels. For the past 20 years, she has focused on marketing and sales of nutrition products, working with multinational pharmaceutical companies. In addition to her rich industry background, Barbara has also worked as a clinical dietitian in Nova

Scotia. Barbara is described as a person who is goal-oriented and who knows how to define and achieve quality outcomes.

Please join us in welcoming Barbara to health professions quality assurance programming. You may contact Barbara at:

mcintyreb@cdo.on.ca

416-598-1725/800-668-4990, ext. 233

FAX: 416-598-0274



WELCOME TO CAROL CULHANE, NEW QA PROGRAM COORDINATOR

Carol has a solid background from other colleges in the administration of quality assurance programs. She brings to the College excellent communication skills for helping members with their quality assurance obligations. She also is skilled in coordinating the creation of online continuing competency tools.



FAREWELL TO CELIA FLIESS

Celia Fliess was the QA Program Coordinator for the College since 2009 and has recently resigned to pursue full time business opportunities. We thank Celia for her work and wish her well in her new endeavours.



Deborah Cohen, M.H.Sc., RD
Practice Advisor & Policy Analyst

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800-668-4990, ext. 225

When completing SDA forms, RDs must ensure that clients meet the eligibility criteria at the time the form is filled out and that there is documented proof to confirm the need for SDA funding.

If a client is ineligible for funding, RDs can work with their team to explore other options.

Ethical & Professional Obligations for RDs When Completing SDA Forms

The purpose of the *Special Diet Allowance* (SDA) is to help clients with the costs related to the dietary management of a medical condition. Following government social assistance cutbacks in 2000, SDA applications significantly increased. The *Ministry of Community and Social Services* (MCSS) estimated an excess of 25 million dollars annually as a result of increased applications for SDA funding.

The *2009 Annual Report* of the Office of the Auditor General of Ontario noted at least one organization which held clinics where health care professionals automatically completed forms that entitled recipients to the maximum \$250/month contribution.¹ The audit showed that one of the 318 health care professionals who signed the 1,000 applications from this clinic was responsible for completing 20% of the applications. As a result of these and other abuses noted in the 2009 Audit, the MCSS revamped the program to include new accountability measures and to comply with the *Human Rights Tribunal of Ontario* order in the Ball decision (February 2010). The new SDA program took effect April 1, 2011.

While the intent of health care professionals who abused the program may have been noble, exploiting the SDA program's vulnerabilities for clients who are in financial need is unethical and unprofessional. Professionals must not sacrifice honesty and integrity to meet client needs. Professional decisions must respect the purpose of the SDA program and other government-sponsored programs. This article gives a summary of the SDA program changes and outlines what the Ministry expects of Registered Dietitians who are responsible for signing the SDA application forms.

INCREASED ACCOUNTABILITY

The new accountability enhancements to the SDA include a new application form. On the new form, health care professionals must sign a declaration that they believe the information on the form is true. There are also improved methods for obtaining information and tracking health care professionals who are filling out the forms. As of April 1, 2011, applications based on the previous form will not be processed.

Another key enhancement to the SDA program is that clients must consent to the access of their medical records by the MCSS. Without this consent, which is part of the form, their application will not be processed. If an RD has signed the SDA form, the consent gives the MCSS legal authority to review the RD's record if there is reason to question the information on the application.

SDA ASSESSMENT AND DOCUMENTATION OBLIGATIONS

The MCSS expects that health professionals signing a form have appropriately assessed a client for special diets and that they have adequately documented their assessment. When determining eligibility for the SDA program, RDs must rely on current assessment information and only sign forms for clients who meet the eligibility criteria in keeping with the purpose of the program.

Assessment

When determining eligibility for the SDA program, RDs are responsible for:

- Determining the reliability of the assessment information;
- Collecting additional assessment information as required; and
- Making clinical judgments about the nature of the nutrition disorder and the nutrition care plan.

Prior to 2005, the SDA program was not tightly controlled and the schedule of diet types on the application form was fairly general. The program review resulted in changes to the list of eligible medical conditions. There are now 29 medical conditions on the new SDA schedule versus 43 on the previous one. These changes resulted from the work of a medical advisory panel which was established to ensure there was evidence to support the increased cost of managing a condition with a special diet.

In addition to signing the application form, an RD must confirm each medical condition by initialling relevant sections of the form. This is to verify that the RD confirms the diagnosis of each condition. If the MCSS feels that there is a highly improbable combination of conditions indicated on a client's SDA form, the RD may be flagged and the ministry may ask a third-party medical professional to comment.

Documentation

RDs are also accountable for documenting their decision to support a client's eligibility for SDA funding. They may gather the assessment information themselves or they may rely on information collected by MDs, RNs and other

Need to Know

- The revised SDA program demands increased accountability from RDs for the assessment and supporting documentation.
- Clients must meet the SDA program's eligibility criteria at the time of application.
- RDs must have clear documentation that confirms a client's medical condition and resultant need for the SDA.
- RDs signing an application which includes false information may be reported to the College for professional misconduct or charged under the *Criminal Code of Canada* for an offense.

professionals who are part of the client's care team. The documentation must include:

- Their assessment information and clinical decisions;
- Verification of a client's medical diagnosis/condition;
- Evidence that clients meet the specific eligibility criteria required at the time of the SDA application; and
- That a SDA form was filled out for a particular client.

CONSEQUENCES FOR MAKING A FALSE STATEMENT

RDs need to ensure they are not making any false or misleading statements in their practice, and this includes the completion of SDA forms. If the documentation to confirm a client's medical diagnosis or condition is not adequate, or if there is reason to believe that the RD is abusing the SDA program, a complaint may be filed with the College for committing an act of professional misconduct² or the RD may be charged for an offence under the *Criminal Code of Canada*.³

SEEK SUPPORT

It is the hope of the MCSS that on a go-forward basis all health professionals will act with integrity and not abuse the SDA program. If a client needs further social assistance, RDs should refer them appropriately to other programs and resources within the client's community, rather than try to take advantage of the current SDA program.

RDs who need support in managing patients who are upset that they are losing money, can refer to other professionals (e.g., social work) who may be better equipped to handle income security. RDs are also free to contact the College with inquiries about ethical practice relating to SDA funding, professional misconduct and findings of fraud.

The College would like to thank the Ministry of Community and Social Services for providing us with information about the recent amendments to the *Special Diet Allowance* (SDA) program.

1. Office of the Auditor General of Ontario, 2009 Annual Report (p 363-4). Available from:
http://www.auditor.on.ca/en/reports_en/en09/311en09.pdf
2. There are two provisions within the *Professional Misconduct Regulation* that would apply to RDs filling out SDA forms. It is considered professional misconduct for RDs to be:
 23. Falsifying a record relating to the member's practice.
 25. Signing or issuing, in the member's professional capacity, a document that the member knows contains a false or misleading statement."
3. A note on the SDA form states: "The *Criminal Code of Canada* ss 380 (1) states that everyone who, by deceit, falsehood or other

fraudulent means, whether or not it is a false pretence within the meaning of this Act, defrauds the public or any person, whether ascertained or not, of any property, money or valuable security or any service is guilty of an offence. The Ontario Works Act, (1991) 70/Ontario Disability Support Program Act (1997), s59, states a person that knowingly aids or abets another person to obtain or receive assistance to which the other person is not entitled under this Act and the regulations is guilty of an offence".

RESOURCES

CDO and Richard Steinecke, LLB. *Jurisprudence Handbook for Dietitians in Ontario, [Online Version 2010]* "Introduction to Professionalism", Chapter 1, p. 1. at www.cdo.on.ca > Resources > Publications

MCSS Fact Sheet: *Changes to the Special Diet Allowance What Health Care Professionals Need to Know.* and *Sample Form* (February 2011), at www.cdo.on.ca > Resources > Practice Standards & Resources > Work Place Issues

Dietitians of Canada. *Code of Ethics for the Dietetic Profession in Canada* (1999).

College of Dietitians of Ontario, *Professional Misconduct Regulation* (1991).

Practice Scenarios - RD Obligations and the SDA Program

SCENARIO 1 PRE & POST-NATAL NUTRITIONAL ALLOWANCE

Lily is a Public Health Dietitian working in a pre/post-natal nutrition program for low-income women. She has been regularly seeing a post-natal client in the program who is breastfeeding well and plans to do so until her baby is at least 6-9 months of age.

During a recent appointment, the client asks Lily to fill out the SDA form to obtain funding for insufficient/contraindicated lactation. Lily has previously filled out the Pregnancy & Breast Feeding Nutritional Allowance (P&BFNA) form which gives pregnant women on social assistance funding throughout their pregnancy and for up to 12 months after the birth of the child if the mother is breastfeeding.

Lily is aware of the financial need of the mother, and in attempt to assist her client, she fills out the SDA

application as requested in the hope that the MCSS will not notice her client's dual applications for funding. Lily based her decision on taking a client-centred approach to provide maximum funding for someone in need. Are there any concerns with Lily's actions?

There are two programs that provide funding to pregnant and breastfeeding mothers on social assistance in Ontario:

1. **Pregnancy & Breast Feeding Nutritional Allowance (P&BFNA):** This program provides funding to mothers who are pregnant and up to 12 months after the child's birth if breastfeeding. The goal of the program is to ensure adequate nutrition of the mother during pregnancy and lactation.

2. **Special Diet Allowance Insufficient/Contraindicated Lactation:** This program provides funding to mothers who are unable to breastfeed due to insufficient supply of breast milk or when breastfeeding is contraindicated (e.g., due to a

medical condition). The goal of this program is to provide funding to purchase infant formula to ensure the baby receives adequate nutrition in the first 12 months.

As the P&BFNA program provides funding for the mother and the SDA program for the baby, the MCSS does not permit clients to receive funding from both programs concurrently. Despite the fact that Lily is aware that her client is in financial need, professional and ethical responsibilities as outlined in the *Code of Ethics for the Dietetic Profession in Canada* and the *College's Professional Misconduct Regulation* require her to follow the SDA program's eligibility criteria. Lily must always practice in an honest and ethical manner and ensure that she is following the program's eligibility criteria and avoid providing false or misleading information when filling out funding forms for clients.

Lily can explain to the client that funding eligibility is only permissible from one of the programs and encourage her client to carry on breast feeding as the P&BFNA funding can continue until the baby is 12 months. Where there are other ways to assist the client with additional funding, Lily can refer her client to these resources.

SCENARIO 2: SDA FUNDING DISCONTINUED

At the time of original publication of the Spring 2011 *résumé* newsletter the MCSS's criteria for unintended weight loss was as per Scenario 2. In late July 2011, the MCSS revised their policies and sent the College an update on their criteria for the unintended weight loss category. Please refer to page 6 of the Summer 2011 *résumé* for updated details.

Jack is an RD who has been seeing a client for a number of years. This client has been receiving ongoing SDA funding for unintended weight loss related to HIV. The client has made considerable progress over the years due to ongoing nutritional counselling from Jack and daily intake of high-protein high-calorie oral supplements that have been made possible by the SDA program funding. The client has been able to maintain his weight for the past 6 months and while he is not yet at his ideal body weight, his unintended weight loss is currently not greater than 5%.

As the MCSS fact sheet (see *Resources*, p. 7) indicates, all current SDA recipients will have to qualify under the new

Need to Know

Professional and ethical responsibilities as outlined in the *Code of Ethics for the Dietetic Profession in Canada* and the *College's Professional Misconduct Regulation* require RDs to follow the SDA program's eligibility criteria and avoid providing false or misleading information when filling out funding forms for clients.

program. Current recipients receiving funding under the old program must submit a new form signed by a health professional for an eligible condition by July 31, 2011 or their SDA payments will be discontinued.

Jack reviews the MCSS fact sheet and the new SDA form and determines that his client is now ineligible to receive SDA funding. When Jack communicates this information, the client expresses grave concerns that a lack of funding will result in subsequent weight loss as he will be unable to afford the oral supplements that have helped him gain and maintain his current weight. The client begs and pleads with Jack to sign the form. Jack respectfully refuses, but wonders if he's made the right decision.

According to the *Code of Ethics for the Dietetic Profession in Canada*, RDs must always maintain integrity and empathy in their professional practice. In doing so, Jack feels somewhat conflicted in his decision not to sign the SDA form for this client. From one perspective, he recognizes that he is ethically and professionally obligated to follow the SDA eligibility criteria; if a client does meet the requirements for funding then he is unable to sign the form. If Jack were to fill out the form for this client, it could be considered falsifying a record or providing false or misleading information as outlined in the *College's Professional Misconduct Regulation*. This is because the client had not experienced a greater than 5% unintended weight loss at the time Jack completed the SDA form.

From another perspective, Jack is empathetic and recognizes that without the SDA funding, his client cannot afford the oral supplements that have helped gain and maintain his weight. He fears that the client's nutritional status and health condition will decline due to this lack of funding. Jack is concerned that his client's weight will decrease over time and within 6-12 months his client will suffer from a greater than 5% unintended weight loss.

In an attempt to assist his client further, Jack meets with the health care team to brainstorm options for funding outside of the SDA program. The team explores options for other programs in the community that may be able to provide funding for the client to purchase oral supplements.

Jack presents these options to his client, sets up a meeting with a social worker and they obtain continued funding for the client to purchase the oral supplements.

This scenario presents a rather optimistic outcome for outside

funding sources for the client. If additional funding was unavailable and at a later date the client suffered an unintentional weight loss of greater than 5%, he would then be eligible for SDA funding and be permitted to sign the form.

Although the latter outcome is not ideal due to the potential health risk to the client, the MCSS's intent for the SDA program is to treat an existing condition, not for preventative means. Where outside funding opportunities are unavailable, Jack would have to ensure that his client meets the eligibility criteria for SDA funding before he is able to sign the form.

Professional Practice Question

RD Documentation in an IPC Environment

RDS NEED TO ASK THEMSELVES “IF ANYONE WERE TO EVER REVIEW MY DOCUMENTATION, WOULD THE INFORMATION CLEARLY TELL THE STORY ABOUT THE CLIENT’S NUTRITION CARE?”

Currently our hospital is in the process of developing assessment forms for the new electronic documentation system. The goal is to have one (large) assessment form for all allied health professionals, each profession having their own designated area. Instead of repeating assessment information such as past medical history, medications, etc., health professions will have check boxes indicating they have reviewed information. Would this meet charting guidelines for RDs or do we need to include spaces in the nutrition care section for this information?

Generally, there is no need to repeat information that exists in the chart elsewhere when conducting nutrition assessments or follow-up care. Repeating information is not a very efficient use of an RD's time and may also risk transcription errors for medication doses, lab values, etc. However, when RDs refer to relevant information elsewhere, such as past medical history or medications, they must comment on the significant information they relied upon in their own nutrition care planning and monitoring notes.

It is also important to use professional judgment when relying on documentation made by other team members. For example, if the weight documented for a patient seems too low or too high, an RD may wish to have the weight re-done for verification. A weight discrepancy might indicate an error in the weight transcription or perhaps that the scale needs to be serviced or calibrated.

Organizations have different systems and elements to document nutrition care effectively. Some have a specific documentation style or culture that RDs should follow. Others have specific policies that outline documentation methods such as charting by exception and charting by reference. Regardless of the system or method chosen, the documentation should provide a clear picture of the nutrition assessment, planning, intervention and evaluation that have occurred in caring for a client.

RDs need to ask themselves “If anyone were to ever review my documentation, would the information clearly tell the story about the client’s nutrition care?”

COLLEGE RESOURCES:

College of Dietitians of Ontario. *Record Keeping Guidelines for Registered Dietitians in Ontario.*

<http://www.cdo.on.ca/en/pdf/publications/guidelines/Record%20Keeping%20Guide%20ENG%20SEPTEMBER%2024%20PM.pdf>

Richard Steinecke, LL.B. and CDO, *Jurisprudence Handbook for Dietitians in Ontario*, Chapter 8, “Record Keeping”, p. 87.

<http://www.cdo.on.ca/en/pdf/Publications/Books/Jurisprudence%20Handbook.pdf>

College of Dietitians of Ontario. *Draft Proposed Regulation: Records Relating to Members' Practices:*

<http://www.cdo.on.ca/en/pdf/BylawsRegs/ProposedR>



Professional Liability Insurance Verification Via Random Selection Fall 2011

All Registered Dietitians practicing dietetics in Ontario must have professional liability insurance as of April 1, 2011, as per College By-Law No. 5.

Be advised that during the renewal process this year (Fall 2011), 20% of RDs will be randomly selected to verify that they have complied with this requirement. Members who are randomly selected will be notified by mail. Their

notice will be included in the annual renewal package mailed in August.

Dietitians who are selected at random and found to be practicing without liability insurance may be referred to the Inquiries, Reports and Complaints Committee for an allegation of professional misconduct. Professional misconduct is determined through a discipline hearing.

RD Liability Insurance FAQs

THE LIABILITY INSURANCE REQUIREMENT IS ONLY FOR RDS PRACTISING DIETETICS.

Do I need liability insurance on maternity leave?

You do not need liability insurance when you are on maternity leave as long as you not be practising dietetics during that time. When you return to work full time, part-time or in a volunteer capacity as an RD, you will be required to hold insurance.

You must update your CDO profile to indicate that you are on maternity leave. Go to your member home page on the College website. On the left, choose *Update Your Profile > Practice Profile > Current Working Status*. Click on the arrow and select *On-Leave*. This will let the College know that you are on-leave and are not required to hold liability insurance and you will not be flagged for not having liability insurance on your annual renewal.

When you return to work, keep in mind that you may be covered through your employer's insurance policy. Before you return to work, check with your employer to determine whether you are covered and to confirm that the amount aligns with the College's By-law No. 5. It is your responsibility to ensure that there is no gap in coverage.

I am currently not working. Do I need liability insurance?

The liability insurance requirement is only for RDs practising dietetics. If you are not currently working then you are not required to hold liability insurance. Make sure that your CDO profile is updated to reflect that you are currently not working. Go to your member home page on the College website and choose *Update my Profile > Practice Profile > Current Working Status*. Select the option that corresponds with your current employment status, for example, "not working but seeking work in dietetics". This informs the College that you not currently working and are not required to hold liability insurance.

When you accept a new position in the dietetic profession, you will then be required to hold professional liability insurance through either your employer's policy or through individual insurance coverage that aligns with the amounts outlined in College By-Law No. 5.

If I am working outside the dietetic profession, do I require liability insurance?

If you are not considered to be practising the profession as outlined in the CDO's Definition of Practising Dietetics, then no,

you are not required to hold liability insurance. Update your online CDO profile to reflect this. Go to, *Update My Profile > Practice Profile > Current Working Status*, and choose, "working outside dietetics and not seeking work in dietetics."

Do I need liability insurance if I am practising outside of Ontario?

No, you do not need liability insurance if you are practising outside the province either in another province or in another country. This requirement is only for RDs practising dietetics in Ontario. You would, however, be subject to the registration requirements for the jurisdiction where you practice. The College would be aware that you practice outside of Ontario as your employer information in your member profile would indicate this.

I work in food and nutrition research and don't ever have contact with patients or clients. Do I still need professional liability insurance?

The definition of practising dietetics is quite broad and includes both clinical and non-clinical settings, such as food and nutrition research. If your position qualifies as 'practising dietetics' as defined in the CDO's Definition of Practising Dietetics, then you must be covered by liability insurance.

I work in an academic setting. Do I need liability insurance to teach nutrition to non-dietetics student?

Yes, you need liability insurance if you are teaching nutrition to non-dietetics or to dietetics students. The students are relying on your knowledge and expertise as an RD to provide them with the most current nutrition information. In addition, your employer has hired you based on your expertise as an RD, which would deem you qualified to teach the food and nutrition course to students in the various programs as assigned. You can find out from your employer whether you are covered under the organization's liability insurance. If you are not covered, then you must obtain individual coverage.

Need to Know

- RDs do not need professional liability insurance when they are not working, on leave or when they are working outside the province of Ontario.
- RDs practising in a research setting or teaching nutrition must be covered by professional liability insurance.

Update Your CDO profile within 30 days of a change

Last year, College statistics showed that most members updated their CDO profile during the membership renewal period. Under the *Regulated Health Professions Act*, Registered Dietitians are required by law to inform the College **within 30 days** of any changes in their contact or employment information.

Make these changes in writing only:

- Name
- Change in immigration and citizenship status

Make these changes online:

- Change of employer
- Employer address
- Employer phone number
- Preferred mailing address and email





Dietitian – A Protected Title

Carolyn Lordon, M.Sc., RD
Registration Program Manager

“Dietitian” and “Registered Dietitian” are the protected titles for nutrition professionals in Ontario. The College is engaged in educating the public about RDs. The campaign focuses on the role of the College and the benefits of choosing a regulated nutrition professional.

As a regulatory body, the College is responsible to ensure that only members of the College use the title of dietitian in the province of Ontario. The College regularly responds to reports of RD title abuse received from RDs and the public. When a title protection report is received, College staff investigate and contact the person involved and/or their employer to provide education about the protected title of dietitian in Ontario and the potential penalty for misuse of the title. The College monitors the situation to ensure that corrective action is taken. This approach has been successful.

We wish to thank the Registered Dietitians who have brought to our attention individuals and organizations inappropriately using the dietitian title in Ontario. The following are some examples of the title protection cases that the College has addressed.

DIETITIAN REGISTERED IN THE USA USING THE TITLE OF DIETITIAN IN ONTARIO

The College received a report about a consultant who was registered as a dietitian in the USA and using the RD title in Ontario. When questioned about her registration in Ontario, the consultant said that she did not want to pay membership fees in both Canada and the US. The College wrote a letter to the consultant and asked her to discontinue using the RD title in Ontario, unless she registered with the College.

The College appreciates that some people may maintain registration in other jurisdictions. The law in Ontario, however, states that only individuals registered with the College may use the title of dietitian in Ontario.

The consultant and their employer assured the College that they would no longer refer to the consultant as a dietitian.

MEDICAL CLINIC ADVERTISING THE SERVICES OF AN RD

The College received a complaint about a surgical clinic offering surgery and advertising the services of a dietitian. The employee in question was not a Registered Dietitian, but rather a Registered Nutrition Consulting Professional (RNCP). The College contacted both the manager of the surgical clinic and the nutritionist. Both parties were advised about the law, the qualifications required for becoming registered with the College, and the penalties for misuse of the restricted title. They were asked to stop advertising the RNCP as a dietitian. The College received assurances from both the employer and the nutritionist that they will no longer refer to the nutritionist as a dietitian and the website was corrected.

ONLINE JOB APPLICATION

An employer contacted the College after receiving an application from a nutritionist for a position as a Registered Dietitian. The nutritionist did not use the title of dietitian on his resume or cover letter, but did answer “Yes” when the application form asked if he was a “member in good standing with the College of Dietitians of Ontario”.

The College corresponded with the nutritionist to educate him about the laws in Ontario and the potential penalties. He assured the College that this was done in error and that he would not represent himself as a member of the College in the future.

RNCP ADVERTISING UNDER HEADING OF DIETITIAN IN THE YELLOW PAGES

The College was advised about a nutritionist whose consulting business appeared in the Yellow Pages under the heading of "Dietitian". An investigation revealed that her while website did not use the title of dietitian, the search results for "dietitians" in Ontario included her business. The nutritionist was contacted by the College, and asked to stop allowing herself to be referred to as a dietitian. Her response was that she does not use the title of dietitian and that she understands the difference between a nutritionist and a dietitian. She felt that since the error was made by Yellow Pages, the College should be pursuing the matter with them, and not her.

While the College recognized that she had not asked to have her business listed under the dietitian heading, we consider it an individual's responsibility to ensure that their listing is appropriate. The nutritionist was also advised that the College has made attempts in the past to educate the

Yellow Pages staff, and that unfortunately, our experience has been that they respond best to their customers.

REFERENCE TO NUTRITIONIST IN NEWS PUBLICATION

Sunday, February 27, 2011, the Toronto Star published an article entitled, "Sick welfare recipients to have harder time accessing diet allowance". The article stated that "current recipients will have to reapply to the program, complete with a signature from a doctor, registered nurse, nutritionist or midwife...".

Following a report from an RD, the College wrote a letter to correct the misinformation about nutritionists. We informed the editor that it was the Registered Dietitian who had the authority to sign the diet allowance forms, not nutritionists. The online article was corrected to replace "nutritionist" with "Registered Dietitian" and the College's letter was published online in the "Letters to the editor" section. It provided education to the public that dietitians are the only regulated nutrition professionals in Ontario.

How can you help with RD Title Protection?

USE YOUR RD TITLE

Use your the title, "Registered Dietitian", or "RD" on your name tag, business cards, in staff directories, etc. Seeing the RD title will help members of the public to recognize dietitians as the only regulated nutrition professionals in Ontario.

CONTACT THE COLLEGE

As a regulatory body, the College is responsible to ensure that only qualified members use the dietitian title. It would be very difficult to do this work without your help. Please continue to let us know when you think a person in your neighbourhood may be using your professional title inappropriately.

EXERCISE YOUR RIGHTS AS A CONSUMER

The publishers of Yellow Pages and other directories react more quickly to complaints received from their customers, than the from the College. If you report to the College about a non-RD appearing under the heading of "Dietitian" in the Yellow Pages directory, the College will take appropriate action. If you also have a Yellow Pages listing, you are urged to contact your Yellow Pages representative and complain that non-regulated nutritionists are listed under the "Dietitian" heading. We can provide you with a template letter, if you need one.



Certificates of Registration

APOLOGY

We wish to extend an apology to Nancy Bradshaw RD, who was by mistake included in the revocation category of the Winter 2011 *résumé*. Nancy is a member in good standing with the College.

GENERAL CATEGORY OF REGISTRATION

Congratulations to all of our new dietitians registered from January 11 to April 20, 2011.

Name	Reg. No.	Date
Abeer Bader RD	12059	04/18/2011
Nancy Chen RD	12351	04/13/2011
Lynn Connor RD	12344	04/13/2011
Théa Demmers RD	12333	03/15/2011
Nanci Guest RD	12316	03/09/2011
Katie Haneke RD	12336	03/15/2011
Lisa Hobbs RD	12313	04/05/2011
Jenilee Kidd RD	12326	03/15/2011
Michael Libbey RD	12198	03/10/2011
Heather Parsons RD	11960	03/31/2011
Heather Petrie RD	12339	03/15/2011
Doreen Pippy RD	12311	02/25/2011
Julia Reddy RD	12322	03/01/2011
Lucia Rhodes RD	12321	04/18/2011
Christina Sandor RD	12122	01/11/2011
Laura Elaine Tousaw RD	12034	02/28/2011
Thanh Thuy Trinh RD	12347	03/25/2011
Heather Williams	12356	4/19/2011

TEMPORARY CLASS OF REGISTRATION

Name	Reg. No.	Date
Anar Allidina RD	12343	3/18/2011
Negin Ansari RD	11980	4/20/2011
Shubpreet Auja RD	11709	3/9/2011
Jennifer Bedford RD	12350	3/31/2011
Edith Bennett RD	12320	2/28/2011
Ravneet Dhaliwal RD	11805	2/23/2011
Nicole Dubé RD	12331	3/18/2011
Vandana Gujadhur RD	12348	3/25/2011
Laleh Heidarinia RD	11824	2/23/2011
Pooja Jadon RD	11445	3/15/2011
Shayna McCagg RD	12308	4/5/2011
Marjan Rabbani RD	11848	2/24/2011
Julie Rochefort RD	12349	3/25/2011
Camille Xu RD	12354	4/8/2011

RESIGNATION

Caroline Brider	2917	4/14/2011
Colin Christopher Edgecombe	12067	4/15/2011
Christine Message	1018	3/7/2011
Nancy Wai	2882	3/16/2011

Consultation - Your Opportunity to be Heard

PROPOSED AMENDMENTS TO BY-LAW NO 2: FEES

APRIL 11 TO JUNE 10, 2011

The College is seeking your input regarding proposed changes to By-Law No.2: Fees. The proposed changes include:

- Increases to the Application Fees
- Addition of an administration fee for late submission of the annual *Self-Directed Learning Tool*

Visit the CDO website www.cdo.on.ca > News to find:

- Details about the proposed changes to the by-law
- The rationale for the proposed changes
- A link to the consultation survey regarding the proposed changes

Council Meeting Highlights

March 25, 2011

EXECUTIVE COMMITTEE

Lesia Kicak, RD, President
Elizabeth Wilfert, Public
Appointee, Vice President
Terry Koivula, RD

COUNCIL MEMBERS

Professional Members

Laurel Hoard, RD
Lesia Kicak, RD
Susan Knowles, RD
Terry Koivula, RD
Barbara Major-McEwan, RD
Nancy Polsinelli, RD
Erica Sus, RD
Deion Weir, RD

Public Appointees

Edith Brown
Francis Omoruyi
Elsie Petch
Jeannine Roy-Poirier
Carole Wardell
Elizabeth Wilfert

NON-COUNCIL/ APPOINTED COMMITTEE MEMBERS

Edith Chesser, RD
Alicia Garcia, RD
Julie Kuorikoski, RD
Léna Laberge, RD
Grace Lee, RD
Kerri Loney, RD
Shari Noell, RD
Jill Pikul, RD
Krista Witherspoon, RD

PROPOSED NEW MODEL OF DIETETIC EDUCATION IN ONTARIO

The Registrar & ED presented to Council the proposed new model of dietetic education as conceptualized by the Ontario Task Force on Dietetic Education. The proposed new model would strengthen integration of knowledge acquisition and applied learning as well as integrate practical education into university programs. Strategies for enhancing the fieldwork capacity across Ontario were presented, including different levels of coordination to ensure students and preceptors were well supported, that placements into training sites were coordinated provincially and collaborative project were undertaken to support effective program delivery. The Council articulated its continued support of the changes to education to ensure that qualified students have access to practical education as part of their university programs. The College's main interest is that the new model focuses on outcomes as defined by the attainment of the competencies for entry to dietetic practice.

CHANGE IN APPLICATION FEES

Council approved, in principle, a new structure for application fees and the consequent amendments to By-Law No. 2, which is being circulated to members for comment. The new fee structure is based on an analysis of the total estimated cost of handling the various types of CDO applications. The principle behind the changes to applications fees is to make sure that processing expenses are fairly and evenly covered across all application types.

AMENDMENT TO BY-LAW NO. 2 FEES TO IMPLEMENT A LATE FEE FOR THE SDL TOOL

Council approved, in principle, amendments *By-Law No. 2: Fees* to add a new Article 3.02.2 as follows:

"3.02.2 If a member fails to provide within 60 days of the date of a written request by the Quality Assurance Committee, a record, survey or other document which the member is required by the Regulation governing quality assurance to submit to the Committee, the member shall pay a fee of \$70.00."

PROPOSED WORK PLANS & BUDGETS

Council approved the budget and the work plans for 2011/12.

COMPREHENSIVE PROCESS FOR THE REGISTRAR & ED PERFORMANCE REVIEW

Council approved a process for the Registrar & ED performance review. The review includes an annual review and a 3-year comprehensive performance review. The *Registrar & ED Performance and Compensation Review Committee* will have the authority to perform the review and will report to Council for information only. Council also approved the *Leadership Competencies and Behaviours* for the comprehensive performance review that will be done every 3 years and to be completed by March 2013.

Mark Your Calendars for the Fall 2011 CDO Workshop The Evolving Role of RDs in Changing Practice Environments

Deborah Cohen, *Practice Advisor & Policy Analyst*

The role of RDs is continually evolving in ever-changing practice environments. The fall 2011 workshop will assist RDs to assess changing practice responsibilities when faced with many influences including:

- Changing professional scopes of practice
- Client needs
- Legislation and employer-specific policies
- Specific organizational/employer requests
- Interprofessional collaboration
- Resource availability and the make-up of practice teams
- Individual competence

RDs will be presented with a framework to determine how new tasks, specific activities or services can be incorporated within their roles as RDs. Specific examples will be put through the framework to assist RDs to consider all the factors necessary to make an informed decision in accepting new and/or changing roles and responsibilities within their dietetic practice.

WHO SHOULD ATTEND?

This year's topic will be applicable to all RDs regardless of their area of practice. We encourage RDs within public health, community, industry, sales, food services, management, clinical as well as those who may consider themselves to be in 'non-traditional' roles to attend.

COLLEGE UPDATE

The workshop will review legislation changes that have had an impact on dietetic practice such as the liability insurance requirements and provide any updates to the lab test ordering authority for RDs. We will also highlight activities from the College's Registration, Quality Assurance and Practice Advisory Programs.

Register Online

For details and to register online, log into your Member Home Page and scroll down to Events.

Barrie	October 25, 1-4pm	Oakville	November 10, 1-4pm
Belleville	November 21, 1-4pm	Oshawa	October 12, 1-4pm
Brampton	November 15, 1-4pm	Ottawa	October 3, 1-4pm
Dryden	September 20, 1-4pm	Owen Sound	October 19, 1-4pm
Guelph	September 29, 1-4pm	Peterborough	November 8, 1-4pm
Hamilton	September 14, 1:30-4:30pm	Sault Ste. Marie	September 27, 1-4pm
Kingston	October 27, 5-8pm	Scarborough	October 21, 1-4pm
Kitchener	September 15, 1-4pm	Sudbury	October 6, 1-4pm
London	October 21, 1-4pm	Sunnybrook	October 4, 1-4pm
Mississauga	November 3, 1-4pm	Thunder Bay	September 21, 1-4pm
Niagara	October 24, 1-4pm	Toronto - St. Michael's	October 13, 9am to noon
North Bay	October 5, 1-4pm	Toronto - UHN	November 24, 1-4pm
North York General Hospital	October 20, 1-4pm	Windsor	TBA