



résumé

HIGHLIGHTS

2
Setting Strategic Priorities

3
Choose a Registered
Dietitian

4
Lab Tests Proposed for
Regulation

8
RD Identification: Help
Your Clients Know Who
You Are

12
RDs Have Authority to
Act as Evaluators

BACK COVER
New Joint CDO/DC
Pamphlet — Choose a
Registered Dietitian

PROFESSIONAL LIABILITY INSURANCE MANDATORY APRIL 1, 2011

Professional liability insurance will be required by April 1, 2011, for all Registered Dietitians who are practising dietetics in Ontario, as defined by the College of Dietitians of Ontario. Find out if you need professional liability insurance.

page 5

Assigning Duties to Nutrition Support Personnel

Support personnel in “assistant” positions contribute to a number of health disciplines, such as physiotherapy, occupational therapy, speech language pathology, optometry, dentistry, and pharmacy. Diet technicians (DTs), dietitian assistants (DAs), and those with equivalent unregulated nutrition designations often support Registered Dietitians (RDs). This article explains the role of support personnel and how RDs are accountable for the tasks they assign.

page 6

Your Tax Receipts Are Available Online

Many members will be looking for their membership receipts as the deadline approaches for their income tax submission. The College will not send receipts in the mail. Please download them from the College website anytime. Simply login to your Member Home Page using your RD number and your password, scroll down to [Print Receipts](#) under Membership on the left hand side of the screen.

Setting Strategic Priorities



Lesia Kicak RD
President

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.

The College is currently engaged in a strategic planning process. Why is strategic planning important for the public and for dietitians? The main purpose of the new strategic plan is to establish key priorities for the next few years which will guide Council and staff in making sure the College is effective in carrying out its public protection mandate. The strategic planning process considers trends in the regulatory and dietetic environments, and determines where the College needs to take action to effectively regulate and support dietitians to be safe, ethical and competent. These trends include new laws and regulations, changes in scope of practice, interprofessional care and new technologies. The strategic plan will define the College's future direction and decision-making for allocating resources to pursue the key strategic priorities.

A critical component of the strategic planning process is to listen and to build consensus about where the College is going. I invite you to share your thoughts and ideas about the future directions the College should take to best serve the interest of the public and to regulate and support dietitians in Ontario. We are interested in your issues and concerns regarding dietetic practice and your thoughts and ideas about how the College could respond to these issues within its public protection mandate.

This is your opportunity to be heard.

**Share your thoughts with Mary Lou Gignac, Registrar & Executive Director
at gignacm@cdo.on.ca**

MOVING TO ANOTHER PROVINCE

It is important to maintain your Ontario registration until you are registered in another province. All Canadian provinces have entered into a formal agreement recognizing the qualifications of RDs in other provinces. When applying for registration in another Canadian jurisdiction, members who have not submitted original transcripts and internship completion documents to the CDO may be asked to include them with their application.

For more information about becoming a member of another dietetic college in Canada, please contact the provincial dietetic regulatory bodies directly.

Language Requirement for Quebec

Labour mobility laws permit Quebec to require French language proficiency for a full general certificate of registration. For more information about French language testing and conditions for obtaining a temporary certificate of registration in Quebec, please refer to *Ordre professionnel des diététistes du Québec, Application for the OPDQ License by Mutual Recognition: Questionnaire for Applicants* at www.cdo.on.ca > Members > Moving from Ontario.

Choose a Registered Dietitian

A message in the interest of the public



Mary Lou Gignac, MPA
Registrar & Executive Director

PROTECTION OF THE TITLE "NUTRITIONIST"

From time to time, RDs ask the College to pursue protection of the title "nutritionist". At the heart of this request, there seems to be a desire to make it harder for the public to recognize and trust non-RD nutritionists. The history of the profession's advocacy in this regard is long and, in fact, predates the College of Dietitians of Ontario. When the *Dietetics Act* was being developed in the late 1980's, the profession recommended that "Nutritionist" be included as a protected title. The government rejected this recommendation and, in subsequent legislative reviews, rejected a recommendation from the Health Professions Regulatory Advisory Council that the terms "regulated", "registered" and "licensed" not be used in a health professional title unless by members of regulated health professions. The College believes that non-regulated nutrition workers will continue to provide nutrition counselling under a different title if the term "nutritionist" were to become protected.

THE PUBLIC EDUCATION CAMPAIGN

"Dietitian" and "Registered Dietitian" are the protected titles and the College is engaged in educating the public about RDs. This public education has a focus on dietitian education, expertise and breadth of practice areas. The public education campaign also focuses on the role of the College and the benefits to the public of choosing a regulated nutrition professional. The public education campaign, which began last year, includes a series of print and online ads published in *Canadian Living Magazine*. Next, the ads will appear in the March 2011 issue for nutrition month. A copy of one print ad is reproduced on the left.

Choose a Registered Dietitian is the headline for the new revised CDO/DC pamphlet (see the back cover to view the College side of the pamphlet). It features information about RDs, how to connect to RDs, and helpful internet resources about nutrition. Beginning April 2011, the pamphlet will be distributed to primary care centres in Ontario through a service called IDS Canada. The new service will maximize exposure to the brochure and promises delivery to:

- 1,800 high traffic, primary care waiting areas
- 6.1 million healthcare consumers reached every month
- 6,000 participating family physicians

To download the new pamphlet, go to www.cdo.on.ca > Resources > Publications

Order pamphlets for your clients by contacting Bev Nopra at noprab@cdo.on.ca

Advertisement



**College of
Dietitians
of Ontario**

Why Choose a Registered Dietitian?

Registered Dietitians are the only regulated nutrition profession in Ontario.

The College of Dietitians of Ontario sets and enforces standards for Registered Dietitians.

The RD after their name means safe science-based nutrition for healthy eating.

Visit our website

Learn what to expect from a Registered Dietitian.

Take our quiz

How we regulate to protect the public.



www.mydietitian.ca

LAB TESTS PROPOSED FOR REGULATION

The Ministry of Health and Long-Term Care (MOHLTC) intends to make regulations to authorize RDs to order lab tests for the purpose of assessing and monitoring nutrition conditions. In response to a Ministry request for a list of lab tests to be included in regulation, the College proposed a comprehensive list of over 105 lab tests for RDs to order in community, facility and hospital settings. The lab tests are organized under the following headings:

- Vitamins/Minerals • Electrolytes • Hematology •
- Kidney Disease • Liver Disease • Pancreatic Disease •
- Diabetes • Cardiovascular Disease • Eating Disorders •
- Food Intolerances • Miscellaneous

The submission explains the relevance of the lab tests to nutrition status and monitoring and shows how nutrition treatment approaches would be modified as a result of lab values. This proposal is available at: www.cdo.on.ca > Resources > Publications: CDO Submissions.

Before RDs can actually order lab tests, there are several interdependent regulations that must be created or amended,

specifically regulations under the *Public Hospitals Act*, *Health Insurance Act*, *the Laboratory and Specimen Collection Centre Licensing Act* and the *Medical Laboratory Technology Act*. Amending these acts will take time and, subsequently, we don't know when the lab tests regulations will be in place.

In the meantime, the College will be developing standards and educational materials to ensure RDs are fully aware of their professional responsibilities when ordering lab tests. These professional expectations will cover:

- Responsibility/accountability for ordering lab tests, including appropriate documentation and referrals;
- Interprofessional collaboration: communicating/sharing lab test results with other members of the health care team and avoiding duplication of lab test; and
- Communicating lab test results to clients.

We will continue to keep RDs updated on the progress of this authority to order lab tests. RDs are also free to contact the College with any questions.

Thank you

We sincerely thank all the members who responded to the College's lab test surveys.

The College extends **a very special thanks** to the following 64 RDs who were members of our 14 lab test expert advisory panels. As members of the expert panels, these dietitians contributed immensely to the development of the list of lab tests and corresponding rationale/clinical significance that was submitted to the Ministry. Panels also commented on the frequency of testing.

Bariatrics

Jennifer Brown
Denise Poirier
Sue Ekserci
Katie Warwick
Karen Coulman

Cardiology

Kimberly Butt
Barbara Cantwell
Marjan Shalchi
Daphna Steinberg

Critical Care

Mary Morningstar
Paul Morretti
Jill Pikul
Elaine Lo
Kristen MacEachern

Diabetes

Beth MacEachern
Grace Lee
Wendy Gamblen
Patricia Baker
Michele MacDonald-
Werstuck
Michelle Saraiva

Eating Disorders

Tracie Burke
Madelyne Campbell
Jessica Cane
Holly Dickenson
Jill Fraleigh

Food Allergies/ Intolerances

Andrea Carpenter
Johanna Kaipainen
Sarah Conly
Joanne Saab

Gastroenterology

Andrea Firmin
Susan Hansen
Janet Madill
Meera Mathius
Barbara Wendland

Gerontology

Mary Farris
Carol Paulic
Bev Sikorski
Heather Toll

Internal Medicine

Linda Ahn
Heather Barron
Tiffany Krahn
Elke Sengmueller

Oncology

Stella Chiu
Susan Haines
Joanne MacNeil

Pediatrics

Laura Burr
Jennifer Fabe
Joan Jory
Amy Pender
Rivanna Stuhler
Roya Riaz

Pregnancy

Jennie Addario
Marg Alfieri
Angela Cuddy

Kidney Disease

Linda Cerullo
Lynsay Clark
Kim Fisher
Patricia Forster

Sports Nutrition

Susie Langley
Neil Mackenzie
Beth Mansfield
Margaret Pereira
Nicole Springle
Jennifer Sygo

Do You Need Professional Liability Insurance?

As of April 1, 2011, professional liability insurance will be mandatory for RDs who are practising dietetics in Ontario, as defined by the College of Dietitians of Ontario — to see if this applies to you, go to www.cdo.on.ca > News. If you are working outside of dietetics, are not working or on leave, or if you are practising outside the province, you are not required to carry this insurance.

HOW TO OBTAIN COVERAGE

The College does not offer or endorse specific professional liability insurance plans. RDs are free to explore coverage options as long as the insurance coverage meets the requirements stated in the College By-Law No. 5.

1. If your liability insurance is held through your employer, you must be personally covered, meaning you are named in the employer's policy or referenced by category of employee in the policy (e.g., "all employees" or "Registered Dietitians"). You are advised to verify with their employer or their insurer that their liability insurance fulfills the College requirements.
2. You may obtain professional liability insurance directly through an insurance company of your choice. An RD has recently informed the College that liability insurance is now available through HUB Sinclair Cockburnal.
3. Dietitians of Canada offers liability insurance for its members.

PROOF OF INSURANCE

Although dietitians must be insured by April 1, 2011, you do not have to submit proof of insurance to the College at that time. During the renewal period in Fall 2011, the College will use two methods to verify that Registered Dietitians have liability insurance:

1. You will be required to make a declaration on your membership renewal form that you are insured from April 1, 2011, in keeping with the by-law requirements; and
2. 20% of members will be randomly selected to submit a proof of insurance, either a certificate of insurance or

employment letter stating that they are insured in keeping with the by-law requirements. The insurance coverage period, beginning April 1, 2011, must be indicated.

INSURANCE AMOUNT AND DEDUCTIBLES

Collage By-Law 5, *Professional Liability Insurance Coverage Requirements for Members*, stipulates the minimum insurance coverage and deductible required:

"1.01 A member engaging in the practice of dietetics shall maintain professional liability insurance coverage with the following characteristics:

- a. The minimum coverage shall be no less than \$2,000,000 per occurrence.
- b. The aggregate coverage shall be no less than \$5,000,000.
- c. The deductible shall be no more than \$1,000.
- d. The insurer must be licensed with the Financial Services Commission of Ontario.
- e. The member must be personally insured under the insurance policy.

1.02 The insurance may be held indirectly (e.g., through an employer) so long as the member is able to obtain proof of coverage and the coverage meets the requirements of Article 1.01 (e.g., the member is an added insured under the employer's policy).

1.03 The requirements in this article take effect April 1, 2011."

PROFESSIONAL MISCONDUCT

It will be professional misconduct for RDs to practice Dietetics without having professional liability insurance after March 31, 2011. RDs who do not comply with this requirement will be notified and may be subject to a College investigation by the Inquires Complaints and Reports Committee. Similarly, falsification of documents and making false claims on your registration renewal form would also be considered grounds for professional misconduct.



Assigning Duties to Nutrition Support Personnel

By Sarah Herd, RD, and Susan Tran, RD

The College would like to thank Sarah Herd, RD, and Susan Tran, RD, for authoring this article. It is with sincere appreciation that we are able to incorporate their research¹ as Dietetic Interns at St. Michael's Hospital into tangible guidance for RDs when assigning tasks within dietetic practice.

NUTRITION SUPPORT PERSONNEL

In many healthcare facilities, support personnel in “assistant” positions contribute to a number of health disciplines, such as physiotherapy, occupational therapy, speech language pathology, optometry, dentistry, and pharmacy. Diet technicians (DTs), dietitian assistants (DAs), and those with equivalent unregulated nutrition designations often support Registered Dietitians (RDs). These healthcare providers are essential members of the healthcare team, especially as human resource shortages demand increased efficiency.

Nutrition support personnel play a key role in interprofessional collaboration (IPC). IPC can provide clients with greater access to healthcare providers and improved client outcomes.² Clients may also be more satisfied with the enriched level of high-quality care that they receive.

ROLE AND RESPONSIBILITIES OF NUTRITION SUPPORT PERSONNEL

In many facilities, RDs assign tasks to support personnel (e.g., DTs and DAs) to assist with nutritional care. The type of tasks assigned to nutrition support personnel depends on an employee's:

- level of education;
- training/qualifications;
- years of experience; and
- competence to perform assigned tasks.

Education qualifications required by institutions for nutrition support personnel vary. Some institutions require membership or eligibility for membership into the *Canadian Society of*

Nutrition Management (CSNM) to be hired as a DT or DA.

The role and responsibilities assigned to nutrition support personnel also depend on organizational factors, such as:

- the facility's RD human resource capacity;
- the roles, responsibilities and area of practice of the RD; and
- the facility's patient population and care delivery needs. (For example, nutrition support personnel in long-term care facilities often have different duties compared to those in urban hospitals and/or community settings.)

A survey of hospitals across Canada and the United States revealed that tasks carried out by DTs and DAs range from collecting and entering patient food preferences and menu selections to providing individual education to patients, conducting calorie counts, and screening.¹ Many of the organizations surveyed indicated that DTs/DAs typically interact with low-risk patients and occasionally dealt with moderate-risk patients while supervised by an RD. Generally, DTs/DAs were not directly involved in the nutritional care of high-risk patients.¹

ACCOUNTABILITY OF RDS IN ASSIGNING TASKS

As regulated health care professionals, RDs are accountable to their clients, colleagues, employers and to the College. Accountability consists of taking responsibility for decisions and actions, and ensuring practice is consistent with professional standards, guidelines and relevant legislation.³ While support personnel are responsible for their own actions, RDs are accountable for assigning tasks to adequately trained and competent employees. As outlined in the *College's Professional Misconduct Regulation*, (www.cdo.on.ca > Resources > Regulations) RDs may be found to be in misconduct if they are:

“17. Assigning members, dietetic interns, food service supervisors, dietetic technicians or other

health care providers to perform dietetic functions for which they are not adequately trained or that they are not competent to perform.”

Failure of RDs to ensure competence of an employee receiving a direct assignment may compromise client safety and negatively affect client outcomes.

EVALUATING COMPETENCE

It is not enough to rely solely on the knowledge that support personnel have completed an appropriate education program. Both RDs and support personnel need to be aware of the competencies of the support workers to feel confident that they can perform the assigned tasks. Initially, an accurate assessment of the competencies and skills of support staff is critical. The verification of competency is normally specific to the facility and the assigned tasks. It may include asking support personnel to demonstrate the skills necessary to perform tasks and/or asking scenario-based questions. To ensure that tasks will be carried out appropriately, orientation to the facility and training on specific tasks should also be provided.

It is good dietetic practice to continually re-evaluate the competency of support personnel to ensure client safety. Ongoing open communication between the RDs and support personnel is necessary to maintain competency, clarify their roles and responsibilities, and foster IPC within the healthcare facility. Nutrition support workers should be encouraged to practice continual self-evaluation to determine whether they feel competent to perform new tasks assigned to them and to ask for help when needed. They should understand that client issues and outcomes need to be reported to the RD as appropriate.

RESOURCES

In Ontario, various health disciplines have support personnel documentation including:

- 1) Decision tree models to help determine whether delegation of a task to support personnel is appropriate^{3,4}
- 2) Standard guidelines or policies which help determine the

role of the regulated health professional in delegating and assigning tasks to support personnel.³⁻⁸

CDO will be examining the need for developing similar documents to support RDs to work collaboratively with nutrition support personnel and others while maintaining client safety and client-centred care. CDO will communicate the availability of additional resources to RDs as they become available. In the meantime, RDs can refer to the information contained in this article as well as the resources in the reference list below, that are available from other health regulatory colleges in Ontario.

- 1 Herd S., Tran S., Keith M., McLaughlin J., Fletcher H. (2010). *An internal and external examination of the responsibilities of a dietitian assistant*. Dietitians of Canada poster research presentation abstract. http://www.fcrd.ca/downloads/2010_abstracts.pdf
- 2 HealthForceOntario. (2010). *Implementing Professional Care in Ontario*. <http://www.healthforceontario.ca/upload/en/whatishfo/ipcproject/hfo%20ipcsic%20final%20reportengfinal.pdf>
- 3 College of Nurses of Ontario. (2010). *Working together: RNs, RPNs and UCPs*. Unpublished manuscript.
- 4 College of Occupational Therapists of Ontario. (2004). *Practice guideline – support personnel*. http://www.coto.org/pdf/P_G_Eng.pdf
- 5 College of Physiotherapists of Ontario. (2010). *Physiotherapists working with physiotherapist support personnel: Guide to the standards for professional practice*. <http://www.collegept.org/LiteratureRetrieve.aspx?ID=61166>.
- 6 College of Audiologists and Speech-Language Pathologists of Ontario. (2007). *Use of support personnel by speech-language pathologists*. <http://www.caslpo.com/Portals/0/positionstatements/supportpersonelfinal.pdf>.
- 7 College of Optometrists of Ontario. (2005). *New policy on delegation and assignment*. <http://www.coptont.org/docs/Optom%20Delegation%20Policy%202005.pdf>
- 8 The College of Dental Hygienists of Ontario. (2009). *Dental Hygiene Standards of Practice for Delegation: Limited to clinical competency preparatory courses in schools accredited by the CDAC*. <http://www.cdho.org/PracticeGuidelines/StandardsofPracticeDelegation.pdf>



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The Regulated Health Professions Act (1991) gives the right to patients to raise issues or to make complaints against regulated health professionals. This right depends on patients being able to identify the health professionals treating them.

RD Identification

Help Your Clients Know Who You Are

IMAGINE....

You are a patient in a busy hospital and you are being treated by several health care providers. You are receiving multiple daily medications; some intentionally make you drowsy because you can't sleep with all the noise on the unit. An RD comes into your room, introduces herself and proceeds to gather information for a nutrition assessment. You answer her questions and, as she leaves, you drift off to sleep. The next day, the RD returns for another visit. She says hello but does not introduce herself and you can't remember her name due to yesterday's drowsiness. The RD is wearing a name tag, but it is turned backwards. You are too embarrassed to ask who she is and are wondering, who you are speaking with.

SHOWING RESPECT FOR YOUR CLIENTS

This scenario illustrates how challenging it is for patients to remember the names of the various caregivers on their health care team, especially when they are recovering from procedures and are drowsy, or have difficulty remembering names. Some patients may even have issues with their vision or hearing.

Out of respect for clients, you should be motivated to clearly identify yourself. It is good dietetic practice to introduce yourself by name and profession at each visit and to ensure that your name tag is visible. A good client-centred technique is to show your name tag and pronounce your name clearly at the same time.

PATIENTS HAVE THE RIGHT TO KNOW WHO YOU ARE

The *Regulated Health Professions Act (1991)* gives the right to patients to raise issues or to make complaints against regulated health professionals. This right depends on patients being able to identify the health professionals treating them.

The law requires RDs to practice under the same name that they have listed on the College's Register of Dietitians. This applies to verbal and written communication as well as name tags. It is considered professional misconduct to use "a name other than the member's name, as set out in the Register of Dietitians in the course of providing services to a client" (*Professional Misconduct Regulation, s21*). The rationale behind this is to make sure that the public can easily find their dietitian listed in the Register to exercise their legal rights and verify that their dietitian is registered and in good standing with the College, raise issues about the services they have received, or make a formal complaint.

IDENTIFICATION SPECIFIC TO YOUR PRACTICE SETTING

Many organizations have existing requirements for staff identification in the workplace. RDs should abide by any organizational requirements. As a courtesy to clients, consider the following to adequately identify yourself in these practice settings.

One-To-One & Group Sessions

At each visit, introduce yourself by your full name and profession. Wear a clearly visible name tag that includes your RD designation. This applies to:

- Facilities (e.g., hospitals, long-term care homes)
- Group Practice Settings (e.g., Community Health Centres, Family Health Teams, Clinics, Health and Fitness Centres)
- Home Care Services
- Group and Public Events (e.g., health fairs)

Private Practice

In private practice, RDs may not need to wear a name tag as they already promote their identity for business purposes (through business cards, websites, pamphlets, etc.) and people knowingly make their appointment with a specific named RD.

Phone & Internet Services

Unless clients have call display that indicates the caller's name, visual identification is not possible by phone. When providing your services by phone, clearly state your name and your professional designation. When providing services on the Internet, make sure your name and professional designation appear clearly on all email correspondence and website postings.

Media & Print Material Dealing with Nutrition Information and Advice

RDs should clearly identify themselves verbally and/or in writing by name and professional designation when they provide the public with information about nutrition (e.g., media interviews, talks, educational print material, publications, etc.).

NEED TO KNOW

- Dietitians must identify themselves clearly to their clients, by name and professional designation (RD).
- Dietitians must use the name they have listed in the College's Register of Dietitians.

New Resources on the Website

Lab List Submission to the Ministry (see p. 4)

105 lab tests were proposed to the Ministry of Health and Long-Term Care for inclusion in regulations that will give authority for RDs to order lab tests for nutrition assessments and monitoring nutritional progress and outcomes. View the submission and the list of lab tests at:

<http://www.cdo.on.ca/en/resources/publications.asp>

IPC Charter

The Interprofessional Care (IPC) Charter was developed to foster a shared vision of collaborative care and a common language to advance IPC competence and communication. It provides simple but powerful statements that commit

caregivers and leaders to transformative behaviours. To access the charter, see www.cdo.on.ca: Resources > Practice Standards & Resources > Client Relations

Consent and Capacity Training Manual (see p. 12)

This manual is designed to help health professionals enhance their competency in the evaluation of capacity. It covers the legislative framework for capacity evaluation, guidelines for completing the evaluation, and highlights ethical issues. See: www.cdo.on.ca: Resources > Practice Standards & Resources > Scope of Practice, Controlled Acts & Authority Mechanisms > Assessing Capacity for Admission into Long-Term Care Homes.



Fall 2010 Workshop Highlights

Embracing Technology – Professional Responsibilities for RDs in an Electronic Era

The workshops are a valued opportunity for the College to connect and to build relationships with our members. We look forward to discussing issues that affect dietetic practice and answering your questions face-to-face. Over 650 RDs (21% of membership) attended the workshops in 26 locations, which surpassed the College's annual 20% target.

RD FEEDBACK

The College greatly appreciates the participation and feedback from RDs who attended the workshops. We will incorporate suggestions for improvements to future workshops and other College resources and look forward to the opportunity to connect with more RDs in 2011. This year, the workshop was divided into three parts and the feedback is presented below for each section.

1. Embracing Technology – Professional Responsibilities for RDs in an Electronic Era

This was the feature presentation and it focussed on:

- Online technology and communications that RDs currently use (or have the potential to be used) within dietetic practice.
- Managing blogs and online reader comments.
- Requirements for RDs to protect the personal health information and client privacy when using online communications.
- Communicating with clients via email and other web-based means.
- The Information and Privacy Commissioner of Ontario's requirements for encrypting all personal client information stored on mobile electronic devices.

Feedback from the evaluations was very positive: 80-90% of attendees felt that the workshop helped them

gain a greater understanding of:

- the various forms of technologies and online communications that may be used within dietetic practice;
- privacy requirements for protecting the personal health information of clients when using technology/online communications;
- resources available to ensure client privacy when using technology/online communications; and
- their professional obligations when using technology/online communications within dietetic practice.

2. Interprofessional Collaboration (IPC):

One of the objects outlined in the *Regulated Health Professions Act* is the College obligation to enhance IPC. While the College recognizes that RDs currently practice in a very collaborative manner, we will continually strive to inspire RDs to be role models and leaders for change in enhancing IPC within their workplace.

The workshop incorporated a brief section about IPC to highlight new resources. RDs who attended received a copy of the new *IPC Charter* from the *Core Competencies Working Group* of HealthForce Ontario's IPC Strategic Implementation Committee. Close to 800 copies were distributed amongst RDs and their colleagues.

- For more information on interprofessional collaboration refer to the HealthForceOntario website: www.healthforceontario.ca > Interprofessional Care > Resources.
- To access the charter from the CDO website, see www.cdo.on.ca: Resources > Practice Standards & Resources > Client Relations

3. College Update – An Overview of CDO Activities

Highlights of the College's activities over the last year included updates on:

- Professional liability insurance mandatory as of April 1, 2011;
- Scope of practice changes;
- Proposed Registration Regulation submission to the Ministry of Health and Long-Term Care;
- Practice Advisory Program resources; and
- Launch of the new Quality Assurance Program Peer & Practice Assessment.

Workshop feedback from attendees indicated that the College has undertaken activities that support RDs in their

practice. This aligns with the Malatest Report findings (p. 8 Spring 2010 résumé) which indicated that the majority of RDs value the services they receive from the College and that they directly apply what they learn to their practice. The College is committed to developing resources that effectively support RDs to provide safe, competent and ethical dietetic services to the people of Ontario. We feel this is the best form of public protection.

WORKSHOP TOPICS FOR 2011

The College is considering workshop topics for 2011.

Please submit any ideas to Deborah Cohen, Practice Advisor at cohend@cdo.on.ca, 416-598-1725, ext. 225.

Farewell to Sue



Sue Behari McGinty, MHSc, RD

Sue Behari McGinty has left the College for another exciting opportunity. The College appreciates her dedicated service to the College since May 2001.

We recognize the important role she played in shaping the

College's Quality Assurance Program over the past nine years.

With a deep commitment to quality practice and public protection, Sue held a philosophy of continuous quality improvement that was apparent in how she approached the QA Program development and its management. She believed in supporting Registered Dietitians so that they could benefit as much as possible from the Quality Assurance Program.

As a leader in professions QA programming, she worked with evidence and evaluations to inspire continuous program development. She respected what members said about their experiences with the QA program components and worked to create tools that were easier to use and that had a higher value in achieving practice enhancements. She led the development of the *Jurisprudence Knowledge and Assessment Tool* and the new *Peer & Practice Assessment*.

We thank Sue for her dedication and for her quality assurance legacy to the College. We wish her all the best in her new position as Chair - School of Dental Health at George Brown College.



RDs Have Authority to Act as Evaluators

The Ministry of Health and Long-Term Care has formally communicated to the College that RDs now have the legal authority to act as "evaluators" for the purpose of the *Health Care Consent Act* (1996) to find a person capable or incapable of providing consent with respect to admission to a care facility, where consent is required by law.

The College was recently informed of a resource that was developed from a collaborative research project completed at Sunnybrook Health Sciences Centre and a Community Care Access Centre. The authors developed this resource for health care providers and are keen to share it with those who act as evaluators in Ontario.

The document's foreword indicates: "The purpose of this manual is to provide practical assistance to health practitioners completing capacity for admission to long-term care homes. It covers the legislative framework for

capacity evaluation, guidelines for completing the evaluation, and highlights ethical issues arising from the evaluation process. It also includes results from court decisions and Consent and Capacity Board Hearings. The manual is intended to enhance competency in the evaluation of capacity when health practitioners are unable to presume a person is capable."

The College has posted this resource at [www.cdo.on.ca: Resources > Practice Standards & Resources > Scope of Practice, Controlled Acts & Authority Mechanisms > Assessing Capacity for Admission into Long-Term Care Homes](http://www.cdo.on.ca:Resources > Practice Standards & Resources > Scope of Practice, Controlled Acts & Authority Mechanisms > Assessing Capacity for Admission into Long-Term Care Homes)

Or directly at the following link:

<http://www.ccac-ont.ca/Upload/central/General/ConsentandCapacityTrainingManual.pdf>

Updating Your Membership Profile

UPDATE YOUR PROFILE WITHIN 30 DAYS

Under the *Regulated Health Professions Act*, as a member of the College, you are required by law to inform the College within 30 days of any changes in your contact or employment information. Also, during the registration renewal period, from August 15 to October 15 every year, you must verify that your profile information is updated.

Make these changes in writing only:

- Name
- Change in immigration and citizenship status

Make these changes online:

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

YOUR OBLIGATIONS WHEN YOU ARE NOT WORKING

If you are unemployed or are on leave for any reason (e.g., maternity/paternity leave, disability or other personal leave), you must update your profile online to reflect this. Access your Member Home Page; under the 'Update My Profile' section, select 'Practice Profile'. Indicate your current working status.

RESIGNATIONS

Please advise the College if you wish to resign to avoid having your membership suspended or revoked due to non-payment of fees. Suspensions and revocations are noted in a person's record and will remain on the Register of Dietitians indefinitely. The Register is posted on the College's website.

To resign online, login to the members site and select "Resign your Membership". To resign in writing, send a signed letter or fax to the *Registrar & ED* indicating your intention to resign.

Council Meeting Highlights

November 24 & 25, 2010 and February 2 & 3, 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
Flora Manlapaz
Francis Omoruyi
Elsie Petch
Jeannine Roy-Poirier
Carole Wardell
Elizabeth Wilfert

NON-COUNCIL/ APPOINTED 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

COMMON PRINCIPLES OF SHARED CONTROLLED ACTS

Council adopted the *Common Principles of Shared Controlled Acts that Apply to Regulated Health Care Professionals*, which was developed through a collaboration of health profession colleges. The College will use this as a foundation to ensure that the principles of collaborative health care are included in the development of standards and policies for controlled acts and other authorities.

PROPOSED AMENDMENT TO THE PROFESSIONAL MISCONDUCT REGULATION

Council approved a proposed amendment to the *Professional Misconduct Regulation*, made under the *Dietetics Act*, to prohibit the use of testimonials in advertising services and the solicitation of individuals for business. The proposed amendments would add the following testimonial and solicitation provisions:

“Testimonial Provision

20.1 Using or permitting the use of a testimonial from a client, former client or other person in respect of the member’s practice.

Soliciting Provision

20.2 Soliciting or permitting the solicitation of an individual in person, by telephone, through electronic communications or by similar means. This provision does not prevent a member from providing a reminder or notification to a client about follow up or recurring services.

2. Paragraphs 20.1 and 20.2 of section 1 apply only to testimonials or solicitations in respect of clinical services or the offer of clinical services, such as an assessment or treatment, to an individual or a group of individuals.”

The proposed amended regulation will be submitted to the Ministry of Health and Long-Term Care for consideration and approval by the provincial Cabinet.

POLICY TO MONITOR MEMBER COMPLIANCE WITH LIABILITY INSURANCE REQUIREMENT

Council approved a policy requiring all members practicing dietetics to make a declaration on their annual renewal form that they have the required liability insurance as stated College *By-Law 5, Professional Liability Insurance Coverage Requirements for Members*. Also, a random sample of members (20%) will be asked to supply proof of insurance with their renewal.

LIST OF LAB TESTS TO BE SUBMITTED TO THE MOHLTC

Council approved a list of lab tests to be proposed to the Ministry of Health and Long-Term Care (MOHLTC) for inclusion in regulations that will give authority for RDs to order lab tests for nutrition assessments, and monitoring nutritional progress and outcomes. The list was submitted to the MOHLTC for consideration after it was approved at the Council meeting.

STANDING COMMITTEE FOR THE REGISTRAR & EXECUTIVE DIRECTOR PERFORMANCE REVIEW

Through a by-law amendment, Council created a new Performance Review Committee, (By-Law 1, article 23.2). This new standing committee will conduct the Registrar & Executive Director’s annual performance review and present recommendations for compensation to Council.

Certificates of Registration

GENERAL CERTIFICATES OF REGISTRATION

Congratulations to all of our new dietitians registered from October 20, 2010 to February 17, 2011.

Name	Registration ID	Date			
Rachelle Abate RD	12184	01/13/2011	Rebecca Green-LaPierre RD	12277	12/07/2010
Dahlia Abou El Hassan RD	12098	01/11/2011	Rachel Hannah RD	12151	01/10/2011
Amanda Mary Affleck RD	12166	01/10/2011	Sydney Harris-Janz RD	12185	01/11/2011
Charlene Ai RD	12087	01/10/2011	Makiko Hatahita RD	12115	01/07/2011
Elizabeth Anne Ailles RD	12135	01/10/2011	Kelly Anna Heffernan RD	12164	01/12/2011
Lindsay Ainsworth RD	12203	01/17/2011	Dawn Herauf RD	12276	11/25/2010
Asil Al-Shaibani RD	12214	01/11/2011	Sarah Herd RD	12144	01/11/2011
Arwa Al-Timimi RD	12134	01/21/2011	Claire Hibbert RD	12176	01/07/2011
Jennifer Dakota Allan RD	12117	01/12/2011	Stephanie Kathleen Hill RD	12161	01/12/2011
Payman Amanat-Shoostary RD	10803	01/10/2011	Annie Hoang RD	12167	01/19/2011
Ashley Armstrong RD	12103	01/14/2011	Trisha G. Howlett RD	12089	01/11/2011
Christine Asik RD	12191	01/10/2011	Adam Hudson RD	12233	01/17/2011
Noreen Aslam RD	12174	01/11/2011	Margaret Hughes RD	12105	01/12/2011
Surjeet Babbar RD	12169	02/03/2011	Joelle Jean RD	12001	01/10/2011
Kimberly Baker RD	12192	01/14/2011	Susannah Juteau RD	12305	02/14/2011
Lindsay Ball RD	12163	01/12/2011	Christine Kalata RD	12077	01/12/2011
Nicole Ballantine RD	12133	01/11/2011	Katherine Knight RD	12222	01/10/2011
Jordan Elizabeth Bauman RD	12171	01/10/2011	Melissa Koch RD	12225	01/10/2011
Gabrielle Beaudoin RD	12219	01/10/2011	Thevaki Kulendran RD	12232	01/10/2011
Lise Belliveau RD	12116	01/12/2011	Valerie Lammers RD	12146	01/12/2011
Courtney Blachford RD	12207	01/12/2011	Michelle Andrea Laughton RD	12165	01/14/2011
Melissa Blasko RD	12269	11/15/2010	Tarannum Lavani RD	11559	01/17/2011
Aimee Bourdages RD	12204	01/13/2011	Michelle Lawrence RD	12150	01/12/2011
Stephanie Bowdrey RD	12234	01/14/2011	Kim Leacy RD	12141	01/11/2011
Jenna Brady RD	12223	01/13/2011	Claude LeBlanc RD	12083	01/10/2011
Erin Brodey RD	12199	01/18/2011	Gary Lebovics RD	12217	01/17/2011
Jennifer Broxterman RD	12158	01/11/2011	Alisia Lee RD	12094	01/10/2011
Abby Bryan-Pulham RD	12111	01/12/2011	Jane Lee RD	12019	01/10/2011
Sarah Buchanan RD	12168	01/12/2011	Lindsey Megan Lenters RD	12121	02/03/2011
Veronica Calderon RD	12196	01/10/2011	Mandy Leung RD	12132	01/11/2011
Sara Campbell RD	12136	01/13/2011	Carolyn Li RD	12188	01/10/2011
Anna Cao RD	12285	01/12/2011	Marissa Lim RD	12175	01/07/2011
Diana Margaret Chard RD	12206	01/14/2011	Shin Low RD	12194	01/11/2011
Melanie Chislett RD	12179	01/07/2011	Angie MacDonald RD	2652	01/12/2011
Cecilia W. Chiu RD	12100	01/10/2011	Anisha Mahajan RD	12213	01/13/2011
Silvia Chu RD	12259	11/09/2010	Dina Maierovits RD	12091	01/10/2011
Catherine Ciampini RD	12257	11/30/2010	Margarida Malcolm RD	12099	01/11/2011
Tori Coates RD	12079	01/13/2011	Lisa Manuel RD	12187	01/12/2011
Brianna Colenutt RD	12189	01/12/2011	Tamara Marsden RD	12238	01/13/2011
Kim Crowther RD	12235	01/17/2011	Tabitha Marshall RD	12118	01/17/2011
Leah Curle RD	12096	01/17/2011	Jessny Maureaye RD	12147	01/10/2011
Leigh-Ann de Jonge RD	12193	01/10/2011	Erin McDougall RD	12112	01/11/2011
Shahzadi Devje RD	11765	01/12/2011	Sarah Hannah McIntee RD	12092	01/18/2011
Sara DiLauro RD	12239	01/10/2011	Parisa Mehrfar RD	11714	12/01/2010
Kimberly Doyle RD	12180	01/17/2011	Krystal Merrells RD	12208	01/12/2011
Joanna Dydula RD	11889	01/04/2011	Stephanie Miles RD	12227	01/13/2011
Christina Ejbick RD	12076	01/12/2011	Shauna Miller RD	12130	01/13/2011
Cristina Fernandes RD	12240	01/13/2011	Amy Montpetit RD	12302	02/03/2011
Melissa Foley RD	12202	01/12/2011	Melissa Murray RD	12229	01/12/2011
Denise Freylejer RD	12107	01/14/2011	Anya Myers RD	12251	12/01/2010
Maxine Fung RD	12212	01/10/2011	Laura Needham RD	12228	01/11/2011
Julie Gammon RD	12159	01/12/2011	Vivian Ng RD	12093	01/10/2011
Amy Lana Gartner RD	12125	01/13/2011	Brooke Noble RD	12186	01/12/2011
Rachael Goodmurphy RD	12205	01/14/2011	Rebecca Noseworthy RD	12097	01/10/2011
			Lindzie O'Reilly RD	12131	01/10/2011

GENERAL CERTIFICATES OF REGISTRATION, CONTINUED

Itunu Afessi Ogouma RD	12254	11/24/2010	Einrika Siguineau RD	12303	02/10/2011
Joanna Brenda Osborne RD	12126	01/07/2011	David Smith RD	12218	01/12/2011
Jennifer Otley RD	12139	01/17/2011	Alissa Steinberg RD	12172	01/14/2011
Caitlin Peterson RD	11850	01/10/2011	Marissa Sonia Strano RD	12215	01/17/2011
Johanna Prehogan RD	12149	01/07/2011	Veronica Marie Streeter RD	12160	01/12/2011
Justine Michelle Prosper RD	12145	01/10/2011	Alexandra (Alex) Thompson RD	12082	01/12/2011
Jessika Quigley RD	12078	01/17/2011	Susan Tran RD	12095	01/07/2011
Alicia Ramos RD	3943	01/10/2011	Lauren Tucker RD	12153	01/11/2011
Céileann Regan RD	12247	01/14/2011	Joanne Wammes RD	12065	01/12/2011
Andrea Reis RD	12162	01/10/2011	Janny Wan RD	12154	01/10/2011
Rosanne Robinson RD	12182	01/14/2011	Natalie Wilkinson RD	12242	01/17/2011
Ayesha Sarathy RD	12106	01/18/2011	Selene Yan RD	12268	11/17/2010
Amanda Sawko RD	12170	01/13/2011	Christine Young RD	12140	01/10/2011
Susan Semeredy RD	12128	01/10/2011	Lin Yuan RD	12090	01/14/2011
Hannah Elizabeth Sheehan RD	12138	01/11/2011	Nicole Yuen RD	12152	01/07/2011
Katie Sibbald-Van de Vreede RD	12197	01/13/2011	Victoria Zimmer RD	12157	01/11/2011

TEMPORARY CERTIFICATES OF REGISTRATION

Sweta Amin RD	11893	01/31/2011	Yumna Khan RD	11754	01/31/2011
Elen Azevedo RD	11759	01/21/2011	Ariadne Legendre RD	12248	11/24/2010
MamtaBhasin RD	11695	02/07/2011	Rain Lu RD	12262	12/24/2010
Meghan Blair RD	12273	01/14/2011	Albina Lynnyk RD	11066	11/10/2010
Erika Eliana Caro Guzman RD	12023	01/27/2011	Rekha Muthukumar RD	12000	01/26/2011
Keika Chang RD	11783	01/10/2011	Mary Nassiri RD	12255	11/15/2010
Neetika Chauhan RD	11766	02/03/2011	Catherine Rose-Loveless RD	12294	01/31/2011
Elaine Chiu RD	12290	01/14/2011	AbeerShehada RD	12252	10/29/2010
Jennifer DeGrandis-Graham	2150	12/14/2010	Suryakantham Velaga RD	11789	01/27/2011
Alexandra Friel RD	12296	01/24/2011	Elaine Wu RD	12307	02/09/2011
Caspian Gholami RD	12021	11/23/2010	Lorie Yantzi RD	12201	10/29/2010
Arwen Hodina RD	11744	01/31/2011			

RETIRED

Noreen Kallai	1833	10/31/2010
Nicole McKinnon	1212	10/29/2010
Cynthia Ottley	1063	10/31/2010

RESIGNED

Mandana Amir Shaghaghi	1145	12/09/2010
Lisa Bilton	2517	12/09/2010
Jennifer Braun	4414	11/18/2010
Lauren Clark	10486	10/29/2010
Stephanie Collin	4052	11/18/2010
Maryam Dadkhah	10755	11/27/2010
Monica Fijalkowski	11788	11/10/2010
Shanyka Gates	1444	11/02/2010
Nicole Granville	11611	11/17/2010
Denise Hargrove	1060	10/27/2010
Joan Hood	2663	11/23/2010
Erin Kelly	3678	10/31/2010
Nancy Lafferty	2681	12/15/2010

SUSPENSION

In accordance with the *Regulated Health Professions Act (1991)*, *Procedural Code*, Section 24, these Certificates of Registration have been suspended for failure to pay the prescribed fees.

Kavita Fischer	2508	12/10/2010
Nicole Gabsch	1180	12/10/2010
Marcia Middleton	1972	12/10/2010

IN MEMORIAM

Rita Galinauskas	1660	12/01/2010
Arlene Ramdeen	2814	11/26/2010

Karen Laretei	2193	12/08/2010
Andrea MacPherson	4171	11/30/2010
James Andrew Makokis	11284	11/30/2010
Heather McIver	12054	12/09/2010
Marcia Middleton	1972	01/05/2011
Heather Parsons	11960	10/31/2010
Heather Lynne Poustie	4283	12/07/2010
Donna Segal	3206	11/02/2010
Jessica Sweezie	10833	12/08/2010
Anne Taylor	1957	12/31/2010
Candace Raylene Weaver	11268	12/13/2010
Brenda Wines-Moher	1252	10/31/2010

REVOCAION

A Certificate of Registration that has been suspended for failure to pay the prescribed fee is automatically revoked after it has been suspended for 12 months.

Gail Carson	2011	12/03/2010
Beth Duviner	2500	12/22/2010



New Joint CDO/DC Pamphlet — Choose a Registered Dietitian

Order the new pamphlets by contacting Bev Nopra, Administrative Assistant, at noprab@cdo.on.ca or download a copy from www.cdo.on.ca > Resources > Publications.



College of
Dietitians
of Ontario

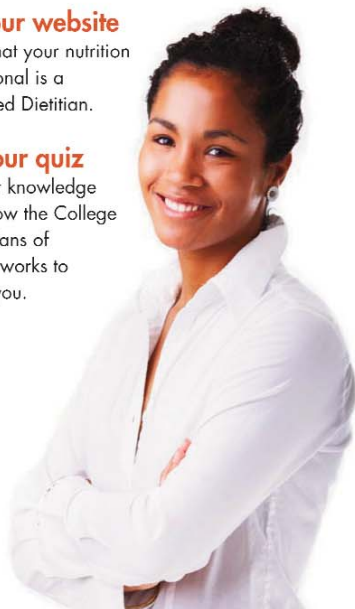
Choose a Registered Dietitian

Visit our website

Check that your nutrition professional is a Registered Dietitian.

Take our quiz

Test your knowledge about how the College of Dietitians of Ontario works to protect you.



We regulate Registered Dietitians for the benefit of people in Ontario.

Why choose a Registered Dietitian?

The College of Dietitians of Ontario makes sure that Registered Dietitians (RD) are qualified to Practice in Ontario.

- All Registered Dietitians in Ontario have a university degree in sciences and nutrition, and a program of practical education.
- Dietitians must participate in the College's mandatory quality assurance program to keep their skills and knowledge up to date.
- The College supports dietitians to deliver ethical and client-focussed services.

Registered Dietitians help you, your family and your community eat well for health.

- RDs use nutrition to treat and manage diseases such as diabetes and heart disease.
- RDs manage food production systems in places like hospitals.
- RDs help communities to prevent disease and promote optimal health by addressing why people do not eat healthy.
- RDs produce information about nutrition that is backed by science.
- RDs develop and market healthy foods and products.

The "Dietitian" title is protected by law and gives you protection.

In Ontario, only members of the College of Dietitians of Ontario can call themselves dietitians and use RD after their name. The RD means a highly trained person to give you safe, ethical and science-backed nutrition services for healthy eating. RDs are the only *regulated* nutrition professionals.

Services from the College of Dietitians of Ontario.

- Consult the Register of Dietitians at www.mydietitian.ca > Find a dietitian to verify that your dietitian is qualified to practice as an RD in Ontario.
- The College will answer questions about concerns and investigate complaints about services you have received from a dietitian.
- See the College website for more information about how dietitians are regulated and how the College protects people in Ontario.

The College of Dietitians of Ontario regulates and supports Registered Dietitians to be safe, ethical and competent in all areas of dietetic practice.

www.mydietitian.ca

www.mydietitian.ca