



Applicant: _____

Assigned File #: _____

XXX (the "Applicant") applied to the College of Dietitians of Ontario (the "College") for registration as a dietitian on XXX.

Under section 15(2) of the *Health Professions Procedural Code* (the "*Code*"), which is Schedule II of the *Regulated Health Professions Act, 1991*, S.O. 1991, c. 18, the Registrar of the College (the "Registrar") shall refer an application for registration to the Registration Committee if the Registrar:

- has doubts, on reasonable grounds, about whether the applicant fulfils the registration requirements;
- is of the opinion that terms, conditions or limitations should be imposed on a certificate of registration of the applicant and the applicant is an individual described in subsection 22.18 (1) of the *Code* (out-of-province certificate of registration);
- is of the opinion that terms, conditions or limitations should be imposed on a certificate of registration of the applicant and the applicant does not consent to the imposition; or
- proposes to refuse the application.

In this case, the Registrar has referred the Applicant's application to the Registration Committee because the Registrar has doubts, on reasonable grounds, about whether the applicant fulfils the registration requirements.

The Registration Committee was asked to consider the application and written submissions of the Applicant, and to determine whether the Applicant fulfils the registration requirements.

DOCUMENTS REVIEWED

A list of all documents reviewed by the panel including submissions from the Applicant is included in Appendix A.

The Applicant graduated from XXXX with Bachelor's degree in Nutrition and Dietetics, in 2008.

In addition, the Applicant completed practical training at XXXX, in 2009.

PANEL'S DECISION

After thoroughly considering the application and supporting documents, and the Applicant's submissions the panel directs the Registrar not to issue a Temporary Certificate of Registration to the Applicant because he/she does not meet the non-exemptible academic and practical training requirements set out in the Registration Regulation.

PANEL'S REASONS FOR MAKING ITS DECISION

Academic Requirement

The academic requirement for registration is set out in Section 6(1)1.i. (the "Academic Requirement") of O. Reg. 72/12 made under the Dietetics Act, 1991 (the "Registration Regulation"). The Academic Requirement is non-exemptible.

All Canadian university programs in food and nutrition accredited by Partnership for Dietetic Education and Practice (PDEP), the accrediting agency approved by the Council, are four year Baccalaureate degree programs. Although each program is free to place emphasis on particular areas of nutrition and dietetics, all programs include, at a minimum, the Foundational Knowledge Content Areas and the Academic Performance Indicators, as set out in the Integrated Competencies for Dietetic Education and Practice, 2013.

The panel found that the Applicant does not meet the non-exemptible Academic Requirement because the Applicant's academic preparation was found to be missing a significant amount of the Foundational Knowledge and Academic Performance Indicators required in an accredited dietetics degree in Canada. Appendix B includes a summary of the Foundational Knowledge and Academic Performance Indicators that were found to be missing from the Applicant's education.

Many of the missing foundational knowledge and performance indicators are quite important to the safe, effective and ethical practice of dietetics. Their absence places the public at risk. For example:

- Institutional menu modification to address therapeutic, textural and cultural or other needs (Foundational Knowledge Area 6c)
- Drug-nutrient interactions (Foundational Knowledge Area 14c)
- Principles of enteral and parenteral nutrition (Foundational Knowledge Area 13f)

Practical Training Requirement

In addition to meeting the Academic Requirement, all applicants must demonstrate that they meet the College's competency standards. They can do this by successfully completing the practical training requirement set out in Section 6(1)1.ii of the Registration Regulation (the "Practical Training Requirement"). The Practical Training Requirement is non-exemptible.

The practical training for dietitians in Canada is the culmination of the educational process wherein the theoretical knowledge base is applied in practice. The College considers this Practical Training Requirement essential to safeguarding the public interest, because it is during the practical training that the candidate's competence is confirmed, as they must demonstrate achievement of the national Competency Standards under the structured supervision of a Registered Dietitian.

The Practical Training Requirement may be met if an applicant demonstrates that they have successfully completed an internship program in Canada accredited by Partnership for Dietetic Education and Practice (PDEP) or an equivalent program outside Canada (paragraph A of section 6(1)1.ii of the Registration Regulation). All accredited programs in Canada adhere to a competency model and include rotations in areas of nutritional care (clinical

nutrition), population health, and food and nutrition management. The majority of programs are 40 weeks in duration. All programs are closely supervised by registered dietitians who regularly evaluate intern performance according to a formal evaluation structure. To be eligible for an internship program a candidate must have first met the Academic Requirement. Although each program is free to place emphasis on particular areas of nutrition and dietetics, all programs include, at a minimum, the internship/practicum performance indicators outlined on pages 4-26 of the ICDEP.

There are also other routes that the Applicant can take in order to demonstrate that he or she has met the Practical Training Requirement. They are set out in paragraphs B, C and D of section 6(1)1.ii of the Registration Regulation.

The panel found that the Applicant does not meet the Practical Training Requirement because the panel found no evidence that the applicant's practical training addressed a significant number of the practicum performance indicators, as set out in the ICDEP. Appendix B includes a summary of the performance indicators that were found to be missing from the Applicant's practical training.

Many of the practicum performance indicators are quite important to the safe, effective and ethical practice of dietetics. Their absence places the public at risk. For example:

- Identifying chewing, swallowing and feeding problems (Practical Training Performance Indicator 3.01cc);
- Prioritize nutrition care goals based upon risk and available resources (Practical Training Performance Indicator 3.02b);
- Obtaining and interpreting information relating to the determinants of health (Practical Training Performance Indicator 4.01j)

The Applicant has a number of options in addition to appealing this Decision. For example, the Applicant can submit additional information to try to demonstrate that the missing items are indeed present. Or the Applicant could undergo the prior learning assessment process that provides additional opportunities to either demonstrate or obtain any missing competencies. Or the applicant could undergo additional education to address the missing competencies.

I, XXXX, hereby sign this Decision and Reasons on behalf of the other members of the Panel who were present at the meeting of January 31, 2017.

Panel Chair

Date

Other Panel members:

Appendix A

1. Application for registration with the College of Dietitians of Ontario, received September 21, 2016
2. Correspondence dated September 23, 2016 from the College of Dietitians informing the applicant of the referral of her file to the Registration Committee
3. WES Credential Evaluation and Authentication Report for Bachelor's Degree in Nutrition and Dietetics, in 2008 from XXXX to be equivalent to Bachelor's degree (4 years), in Canada, received May 23, 2016
4. Official transcript from XXXX for Bachelor's Degree in Nutrition and Dietetics, in 2008, received May 23, 2016
5. Details of practical training completed at XXXX, received September 10, 2016
6. Education Summary Form
7. Official course descriptions for Bachelor's Degree in Nutrition and Dietetics, in 2008 received October 5, 2016

Appendix B

**Comparison of Applicant's Degree Against the Foundational Knowledge Content Areas from the ICDEP
(pages 27-31 of the ICDEP)**

	FOUNDATIONAL KNOWLEDGE AREA	REQUIRED CONTENT AREAS MISSING
1	Anatomy and Physiology	-
2	Biochemistry	c
3	Communication	-
4	Counselling	b,c
5	Food	c,d,e,f,h,i
6	Food Service Systems	b,c,d,e,f,h,i
7	Health Systems in Canada	a,b,c
8	Human Nutrition across the Lifespan	i
9	Interprofessional Collaboration	a,b,c,d,e,f
10	Management	a,e,f,g
11	Microbiology	d,e
12	Nutrition Assessment	b
13	Nutrition Care Process and Medical Nutrition Therapy	c,e,f,g,h
14	Pharmacology	a,b,c,d,e
15	Population Food Systems and Food Security	a,b,c,d,e,f,g
16	Professional Practice in Dietetics	a,b,c,d,e,f,g,h,i,j,k,l
17	Population and Public Health	c,d,f
18	Research and Evaluation	d
19	Social and Psychological Foundations	a,b,c,d,e
20	Teaching and Learning	a,b,c,d,e

Comparison of the Applicant's Degree Against the Academic and Practical Training Performance Indicators from the ICDEP (pages 4-26 of the ICDEP)

Competency #	Practice Competencies	Academic Performance Indicators missing	Practical Training Performance Indicators missing
1.01	Comply with federal and provincial / territorial requirements relevant to dietetic practice.	a,b,c,d	e, f
1.02	Comply with regulatory requirements relevant to dietetic practice.	a,b,c,d,g,h,j,k,m,n	e,f,i,l
1.03	Practice according to organizational requirements.	a	d
1.04	Practice within limits of individual level of professional knowledge and skills.	a,b	b,c,d
1.05	Address professional development needs.	a	b,c,d
1.06	Use a systematic approach to decision making.	a,b,c,d,e,g	e,f,h,i
1.07	Maintain a client-centred focus.	a	b,c,d,e
1.08	Manage time and workload effectively	a	b
1.09	Use technologies to support practice.	a,b,c,d,e	b,d
1.10	Ensure appropriate and secure documentation.	a,c,f	b,d,e,g
1.11	Assess and enhance approaches to dietetic practice.	a,b,d,e	c,e,f
1.12	Contribute to advocacy efforts related to nutrition and health.	a,b	c
1.13	Participate in practice-based research	-	b,c,d
2.01	Select appropriate communication approaches.	e	b,d,f,g
2.02	Use effective written communication skills.	a,b,c,d,e,f,g	c,d,e,f,g
2.03	Use effective oral communication skills.	a, b,c,d,e	b,d,e

Competency #	Practice Competencies	Academic Performance Indicators missing	Practical Training Performance Indicators missing
2.04	Use effective interpersonal skills.	a,b,c,d,e,f,g,h,i,j,k,l,m,n	b,d,f,h,i,j,l,n
2.05	Contribute to the learning of others.	a,b,d,f,h,i,j,l	a,c,g,i,k
2.06	Contribute productively to teamwork and collaborative processes.	a,b,d,e,h,i	c,f,g,i
3.01	Assess nutrition-related risks and needs.	a, e, i, k,o,v,x,y,aa,bb,gg,hh	f,l,p,w,cc
3.02	Develop nutrition care plans.	a,e,i,k,l,m,n,o,p,q,r	b
3.03	Manage implementation of nutrition care plans.	c,d	-
3.04	Evaluate and modify nutrition care plan as appropriate.	-	-
4.01	Assess food and nutrition related issues of groups, communities and populations.	c,i	d,h,i,j,n,p
4.02	Develop population health plan.	a, f	b,d,e,g
4.03	Implement population health plan.	-	-
4.04	Evaluate and modify population health plan as appropriate.	a	b,c
5.01	Assess strengths and needs of programs and services related to dietetics.	c,e,g,i,k,m,o,q,s	b,d,f,h,i,l,n,p, t
5.02	Manage programs and projects.	a,d,f,h,q,u	b,c,e,g,i,j,l,n,p,r,t,v
5.03	Manage food services.	a,e,m	b,d