



College of  
Dietitians  
of Ontario

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## Your Registration Renewal Notices will be sent by Email

Look for your renewal notices in your email.  
Your membership renewal portal will be open from  
September 1 to 11:59pm on October 31.

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## New Questions Added to the Self- Directed Learning Tool

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## Register Online Now! CDO 2015 WORKSHOP

*Schedule Back Cover*

# Serving the College through Transition Times



**Susan Knowles, 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.*

I am pleased to introduce myself as your new President of the College of Dietitians of Ontario. I have been a Registered Dietitian for 23 years and my career has been focused in public health. For the past five years, I have been on the College Council and, for the last two years, I gained valuable experience as a member of the Executive Committee. Last year, I was elected as Vice-President and this year as President. I am also a member of the Quality Assurance, and the Inquiry, Complaints and Reports Committees.

My experience at the College has given me substantial insight into regulation, our professional responsibilities as RDs and the importance of the College's mission "to regulate and support Registered Dietitians in the interest of the public of Ontario."

The College is undergoing significant transitions this year, specifically:

- Supporting the new Registrar and Executive Director, Melisse Willems, who started July 6, 2015. She is settling into her new role through a transition and orientation plan while continuing to build on the past work of the College. The transition plan addresses operations, governance and external linkages.
- Completing the old *Strategic Plan 2011-15* and implementing the new *Strategic Plan 2016-20*. The work on the new strategic plan was started this Spring with Council and Staff reflections on the accomplishments of the last plan, the impact of current regulatory and professional environments on College work, and potential future directions. In the Fall, we will be seeking member feedback into the new strategic plan. So, stay tuned. The new plan will be completed by February 2016.
- Addressing succession planning for future leadership capacity, and to support all the activities for this year of transitions, a new Executive Committee structure has been put in place. Council has increased the Executive Committee positions from three to four members. This year, the Executive Committee will update roles and formalize mentoring opportunities for Council members.
- Developing a risk management strategy for the College. This will ensure that risks to the College are clearly identified and managed. The framework for managing the risks will also provide a structured process for ongoing review of any risks identified.

I look forward to serving the College of Dietitians of Ontario during this time of transition.

# Building Together on the Foundations of Health Profession Self-Regulation



**Melisse L. Willems, MA, LLB**  
Registrar & ED

## COLLEGE VALUES

Public Interest

Integrity

Collaboration

Accountability & Transparency

I love learning and I welcome change. Apparently, I've come to the right place. I am honoured to be writing this as the College's new Registrar and Executive Director.

During the recruitment process I did my homework about the College and its members. What did I learn? That this is a College that is forward-thinking, dynamic and committed to the public interest. Its members, RDs, are dedicated health professionals. As a member of a self-regulated profession myself, it is important to me to be part of an organization that takes seriously its mandate to protect the public while at the same time respecting its members.

I have had a long-time interest in health law and policy, and I was fortunate to start working in the health regulatory field while I was completing my articles as a law student. As a lawyer in private practice, I was in-house counsel at two other health regulatory colleges. Through this experience, I developed a thorough understanding of health profession self-regulation. While this College and this profession are new to me, I look forward to applying my knowledge and experience to build on the important work of self-regulation together.

Change that is well-planned leads to growth and innovation. The introduction of a new Registrar is always a significant change for a regulator, and we need to think of change not just as shifts in an organization but as an opportunity for continuous quality improvement. By adopting a commitment to change as an ongoing theme instead of a discrete event, we will ensure that we excel at protecting the public.

Earlier this year, by pure coincidence, I started seeing a dietitian for the first time. Like many people, I try to eat a well-balanced diet but I knew there was room for improvement. Through just a few visits, I've gained a greater appreciation for the role that food plays in our overall health and well-being. Admittedly, I am not the most compliant patient and I am still working on incorporating my RD's recommendations (I like change but don't always find it easy!) but I am already experiencing the benefits of getting personalized, educated nutrition advice.

Over the coming months, I look forward to meeting and speaking with members and learning more about the profession of dietetics. I encourage you to get in touch with questions or comments about regulation and how the College can support you in providing safe, ethical, and quality care.





# Transparency: Building Trust in Dietetic Profession Regulation

Carole Chatalasingh, PhD, RD  
Practice Advisor & Policy Analyst

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Transparency is a growing value for public institutions like the health regulatory bodies of Ontario. People expect clear and transparent information that they can trust when making decisions about their health providers. This includes having access to all the necessary information needed to make an informed decision when selecting an RD for nutrition services.

Transparency is also a core College value. We have been working hard to make sure that public information about dietitians is helpful and easy to find on the College website. Following an extensive consultation process, the College amended its by-laws in June 2015 to make additional information about RDs publicly available on the Register of Dietitians. Our goal is to provide clear, comprehensive and reliable information that the public can trust to make quality decisions about the RDs they wish to consult.

## WHAT CHANGES WERE MADE TO THE COLLEGE BY-LAWS?

The by-law amendments include adding to the Register of Dietitians: a) new information; b) information already in the public domain; and c) information currently collected by the College. The additions include:

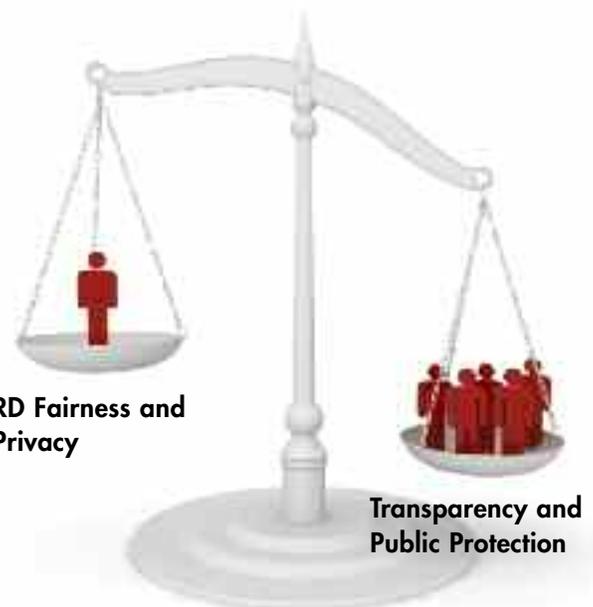
- Federal or provincial charges, or any other offence, as long as these are relevant to the suitability to practice dietetics.
- Bail conditions and conditions of parole.
- Findings of guilt related to an offence or charge.
- Professional licenses or registration in other jurisdictions.
- Discipline findings in other jurisdictions.
- Oral (in person) Cautions (ICRC outcome).
- Specified Continuing Education or Remediation Program (SCERP) Orders (ICRC outcome).

## HOW DID THE COLLEGE DECIDE WHICH INFORMATION SHOULD BE MADE PUBLIC?

College decisions for making information public about RDs are based on a set of transparency principles shared by all the health colleges of Ontario. The principles were developed by the *Advisory Group for Regulatory Excellence (AGRE)* to help guide Colleges when deciding what information should be made public.

Transparency means revealing all the relevant information about an RD to help an individual make informed decisions. This is paramount in the interest of public protection.

Although fairness to a member is an important consideration, the public interest always comes first when the information disclosed has an impact on dietetic practice. Information about a dietitian is made public when the public interest in the disclosure of the information outweighs fairness to the member.



### HOW WILL THE REGISTRAR & ED DETERMINE THE RELEVANCE OF CHARGES AND OFFENCES TO BE POSTED ON THE REGISTER OF DIETITIANS?

A major concern expressed by many members during consultation was about how the Registrar & ED would determine the relevance of charges and offences, or any other information to be posted on the Register of Dietitians. Council addressed this important concern with great thought. After careful deliberation, a transparency policy was approved titled, *Discretion of the Registrar to determine Relevance to Safe and Ethical Dietetic Practice*. It sets out the parameters and criteria to guide the Registrar & ED in determining the relevance of charges and offences. Fundamentally, all information deemed important enough to be posted on the Register of Dietitians must be relevant to safe and ethical dietetic practice.

Recognizing that our legal system is set up around the premise that individuals are innocent until proven guilty, the College will include a caution on the Register of Dietitians that a charge may be withdrawn by the police or an individual may be found not guilty in a court proceeding. In these circumstances, the charges would be removed from the Register. In the Fall résumé, there will be more information about how this policy will be applied by the Registrar & ED.

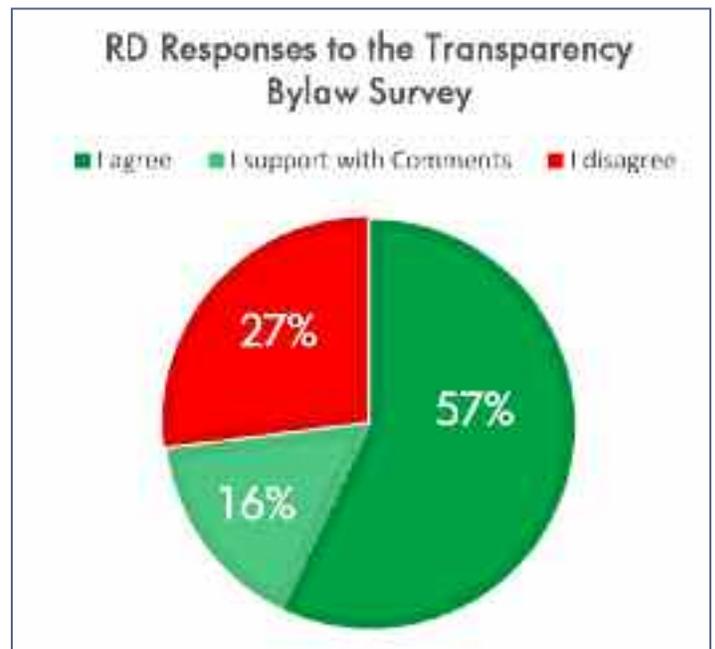
Transparency is an on-going priority for the College. To build and maintain trust in the regulation of the dietetic profession and in the profession itself, all information posted on the Register of Dietitians must be clear, comprehensive and trustworthy. The public expects the College to deliver its mandate of public protection in a way that is transparent and fair to all.

### Member Feedback on the By-Law Consultation

In March 2015, we asked for feedback on the proposed amendments to *By-Law 1: General, Section 42*, which sets out the information about a dietitian to be publicly displayed on the Register of Dietitians. Generally, respondents were supportive of the by-law amendments. Of 287 respondents (~8% of College members), 73% agreed with or supported the changes with comments and 27% disagreed with the amendments.

**Thank you for participating in the survey.**

**Your comments were helpful in Council discussions for developing policy.**



Any information provided to the public should enhance an individual's ability to make informed decisions and hold the College accountable for effective profession regulation. The information needs to be relevant, credible and accurate.



# What is Professional Judgment?

Deborah Cohen, MHS, RD  
Practice Advisor & Policy Analyst

[deborah.cohen@collegeofdietitians.org](mailto:deborah.cohen@collegeofdietitians.org)

The phrases, “Use your professional judgment”, “She exercised professional judgment” or “In my professional judgment...” come up frequently in dietetic practice. The concept of professional judgment is used in College standards of professional practice, guidelines and other resources. Professional judgment is central to providing safe, effective and competent dietetic services, but what does professional judgment actually mean?

This article presents the College’s working definition of “professional judgment” and how it is applied to dietetic practice. As a starting point, let’s examine the definitions of “professional” and “judgment” separately.

## DEFINITIONS OF “PROFESSIONAL” AND “JUDGMENT”

### Professional

Merriam Webster’s dictionary defines professional (adj.) as, “relating to a job that requires special education, training, or skill; done or given by a person who works in a particular profession; characterized by or conforming to the technical or ethical standards of a profession; exhibiting a courteous, conscientious, and generally businesslike manner in the workplace.”<sup>1</sup>

Registered Dietitians (RDs) are recognized professionals due to their special education, knowledge and skills in the area of nutrition. They are also members of a recognized regulated health profession in Ontario, accountable to the College for compliance with the standards, laws and ethics that govern dietetics. And, they must also comply with the mandatory requirements of our Quality Assurance Program for continued competence.

### Judgment

Merriam Webster’s dictionary defines judgment as, “an opinion or decision that is based on careful thought; the act or process of forming an opinion or making a decision after careful thought; the act of judging something or someone; the ability to make good decisions about what should be done.”<sup>2</sup>

In all areas of dietetic practice, RDs are repeatedly using their judgment — careful thought based on evidence, experience, knowledge and skills — to form opinions and make good decisions about what should be done to provide safe, competent and ethical dietetic services.

### Professional Judgment — a working definition

The College’s working definition of professional judgment is:

“Applying knowledge, skills and experience, in a way that is informed by professional standards, laws and ethical principles, to develop an opinion or decision about what should be done to best serve clients.”

## THE FOUR BUILDING BLOCKS OF PROFESSIONAL JUDGMENT

### 1. Knowledge

Through academic and practical training, RDs acquire a unique body of knowledge that lays the foundation for professional judgment. To fully learn a profession, students must acquire academic knowledge and practice the discipline under the supervision of seasoned RDs.<sup>3</sup> One of the reasons why students complete a program of practical dietetic education is that this practical



experience further builds knowledge, including exposure to formulating and applying professional judgment to dietetic practice.

Dietetic practice changes over time with advances in nutrition research. While part of being professional is doing what you were trained to do, evidence-based practice contributes to the body of knowledge that RDs use when contemplating the best course of action to exercise their professional judgment. If RDs are not keeping up with current evidence and research, they may be missing critical information for effective decision-making for safe client-centred nutrition services.

For more information on evidence-based practice, see

- Evidence-Based Practice Framework at [http://www.collegeofdietitians.org/Resources/Client-Centred-Services/Evidence-Based-Practice/Evidenced-Based-Practice-Framework-\(2013\).aspx](http://www.collegeofdietitians.org/Resources/Client-Centred-Services/Evidence-Based-Practice/Evidenced-Based-Practice-Framework-(2013).aspx)
- Evidence-Based Practice Learning Module at <http://www.collegeofdietitians.org/Resources/Document-Type/E-Learning-Modules/Evidence-Based-Practice-%E2%80%94-Professional-and-Regulat.aspx>

## 2. Professional Obligations

RDs have a professional obligation to practice safely, competently and ethically. This duty includes using their professional judgment to effectively apply the professional standards, laws and ethics that govern dietetic practice, for example, the *Regulated Health Professions Act, 1991*, the *Health Care Consent Act*, the *Professional*

*Misconduct Regulation*, the *Integrated Competencies for Dietetic Education and Practice*, and the *Code of Ethics For the Dietetic Profession in Canada*.

## Assessing Risk

Professional judgment is essential for assessing risk in dietetic practice. The College has developed a *Framework for Managing Risks in Dietetics* to help RDs recognize a source of risk, identify the corresponding protective factors, and then implement the best course of action for safe, client-centred services.

Using professional judgment to assess their competence and to practice within their limits helps RDs mitigate risks to clients. It also helps them take action to upgrade their knowledge and skills to continuously provide safe dietetic services. Competence has three components: i) appropriate knowledge, skills and judgment; ii) a professional attitude focused on client welfare; and iii) continuously upgrading knowledge, skills and judgment.<sup>4</sup> The College's Quality Assurance Program supports RDs to maintain competence in their practice.

## Ethics

As professional judgment involves making decisions about what should be done to best serve clients, we cannot ignore the role of professional ethics in professional judgment. Professional ethics is concerned with determining which behaviour(s) reflect professional values, such as integrity, honesty and client-centred decisions. Professional values are ideals that RDs believe in and which inform their professional behaviour(s) and judgments.<sup>5,6</sup>

Ethical situations can be complex and difficult to sort out. There can also be competing ethics at stake. If you encounter a challenging ethical issue, consider reaching out to your colleagues or the College's Practice Advisory Service to help determine the best course of action. For information, also refer to:

- *Code of Ethics for the Dietetic Profession in Canada*
- *Code of Ethics Interpretive Guide*
- *The Jurisprudence Handbook for Dietitians in Ontario*

### 3. Client Input

Dietetic practice rests on the principle of providing client-centred services in all areas of practice. When exercising professional judgement, an RD must not only consider dietetic knowledge, professional obligations and experience, but also the specific needs, wants and goals of clients for client-centered services. Clients are becoming armed with more information. While there are certainly challenges with addressing the credibility of some information, RDs should be open to client input. In cases where your professional judgment and decisions do not align with your client's, respect their preferences (provided they are informed), include the preferences into the services they provide and document the treatment accordingly.

- *résumé*, Spring 2013, *From the Client's Perspective*.  
<http://www.collegeofdietitians.org/Resources/Client-Centred-Services/Client-Centred/From-the-Client-s-Perspective-2013.aspx>

### 4. Experience

#### Practical Wisdom

Ongoing experience in dietetic practice has a significant influence on professional judgment. Some seasoned RDs apply a large body of knowledge, skills, values and experiences; practical wisdom is acquired through many years of practice. Not formally taught and learned, practical wisdom is acquired largely through work (paid or unpaid) experience, ongoing learning and informal conversations with respected peers. Practical wisdom and experience help develop and refine professional judgment.<sup>3</sup>

#### Reflective Practice

By critically considering practice, RDs can reflect and evaluate their decisions, weigh alternatives and examine outcomes. Ongoing reflective practice can have a significant impact on the development of professional judgment when RDs assess their actions to determine whether their treatment decisions were appropriate, to make adjustments if necessary or to improve outcomes in the future.

While we all try to avoid mistakes in our dietetic practice, inevitably, mistakes do happen. Mistakes can provide great learning opportunities by admitting mistakes were made, understanding what happened and examining how to avoid similar mistakes in the future. Examining mistakes can be part of reflective practice to build on existing knowledge which contributes to improving professional judgment.

### OUTCOMES & ACCOUNTABILITY

Exercising professional judgement means taking responsibility and being able to account for your actions in all circumstances. There may be times when an RD has exercised excellent professional judgement and through no fault of her own, there are adverse client outcomes. RDs are held accountable no matter the outcome, good or bad. If ever questioned in such circumstances, an RD must be prepared to provide sound, evidence-based rationale to support their decisions.

RD accountability is also important for College proceedings where the context and circumstances regarding a complaint or a mandatory report will be considered. An RD's actions (including the actions they chose not to take) and their professional judgement will also be examined during the proceedings.

### HOW PROFESSIONAL JUDGMENT MAY GET CLOUDED

#### Conflicts of Interest

A conflict of interest occurs when, in the mind of a reasonable person, a dietitian has a personal interest that could improperly influence their professional judgment.<sup>4</sup> RDs must always consider whether their personal interests (e.g., financial or other benefit) can potentially cloud their professional judgment. This may be in relation to their objectivity for or against an action, or a decision about a program, product or treatment recommendation.

Clients need to maintain confidence and trust in the information and services they receive from RDs. Conflicts of interest can undermine the fundamental principles of client-centred care and erode client trust. For more

information, see:

- *Jurisprudence Handbook for Dietitians in Ontario*, Chapter 9: Conflict of Interest.
- *résumé*, Winter 2015, Conflict of Interest in Dietetic Practice - How to Handle Competing Interests.
- *résumé*, Winter 2009, Conflict of Interest and RD Practice.

### Boundary Issues

A boundary issue is similar to a conflict of interest except that the competing interest is personal feelings rather than financial gain or personal gifts. Boundary crossings have the potential to interfere with an RD's professional judgment because of an emotional or other benefit gained, or because of fears that inappropriate conduct will be exposed. Boundary crossings can also compromise a client's ability to accept or question an RD's treatment suggestions, or provide informed and voluntary consent.<sup>4</sup>

The key to managing boundary crossings is to remain open and objective with clients. As an RD, you have the responsibility to recognize when you or your clients are crossing boundaries. Always take the necessary corrective actions to ensure that your professional judgment is not compromised or clouded when dealing with clients. Make sure the client's interest always comes first.

For more information on boundary issues, refer to:

- Richard Steinecke, *résumé*, Fall 2013, Boundary Crossings: Ten Cases and Ten Misconceptions.
- *Jurisprudence Handbook for Dietitians in Ontario*, Chapter 10: Boundary Issues.

### Need to know

There are several factors that frame and inform professional judgment for client-centred dietetic practice:

- Four Professional Judgment Building Blocks
  1. Knowledge
  2. Professional Obligations
  3. Client Input
  4. Experience including practical wisdom and reflective practice
- Exercising professional judgment means being accountable for good or adverse client outcomes. Be prepared to provide evidence-based rationale to support professional decision-making in your work place or when required for College proceedings.
- Professional judgment means being diligent in maintaining appropriate professional boundaries: be adept at avoiding conflicts of interest and boundary crossings. Always make decisions that put the client first.

1. Merriam Webster Dictionary, Definition of Professional, 2015. <http://www.merriam-webster.com/dictionary/professional>
2. Merriam Webster Dictionary, Definition of Judgment, 2015. <http://www.merriam-webster.com/dictionary/judgment>
3. Coles, C. (2002). Developing Professional Judgment. *Journal of Continuing Education in the Health Professions*, (22), p. 3-10.
4. Steinecke, R., & the College of Dietitians of Ontario (2014), *Jurisprudence Handbook for Dietitians in Ontario*. [http://www.collegeofdietitians.org/Resources/Publications-CDO/Jurisprudence-Handbook-for-Dietitians-in-Ontario\(.aspx](http://www.collegeofdietitians.org/Resources/Publications-CDO/Jurisprudence-Handbook-for-Dietitians-in-Ontario(.aspx)
5. Code of Ethics Interpretive Guide, 1999.
6. Davis, M. (2012). A Plea for Judgment. *Sci Eng Ethics*.

## ATTENTION GENERAL MEMBERS

The portal for the 2015 Annual Registration Renewal will be open for 60 days  
from September 1 to October 31

The deadline for annual renewal for General and Provisional Members is 11:59 pm on October 31, 2015.

Temporary Members are not required to complete the Annual Renewal or the SDL Tool.



# Is it OK for an RD to Comment on the College’s Facebook Page?

In May 2015, the College launched its Facebook page. Our intention is to involve and educate RDs and the public about College activities and current practice issues. In the past, we were unsuccessful in engaging RDs in our blog posts on the CDO website. In an attempt to go where the people are (i.e. Facebook) we are trying this new approach. We hope that the ease of access to Facebook may lead to more RD engagement.

We have been made aware that some RDs are hesitant to comment on the College Facebook page under their personal Facebook profile. RDs feel that this blurs the lines between professional and personal. The College certainly understands these concerns.

## VIEWING OR COMMENTING ON THE COLLEGE’S FACEBOOK PAGE IS PERFECTLY ACCEPTABLE

While RDs are accountable for maintaining a clear distinction between their personal and professional profile online, viewing or commenting on the College’s Facebook page is perfectly acceptable; this activity is for education, not for the delivery of dietetic services.

The College Facebook page is public and RDs need to know that anyone can view posts and comments on this page. The reason our CDO Facebook page is public is that it lends to greater transparency of College activities to all stakeholders, including RDs and members of the public. Should we see a need to create a closed Facebook page to engage more RDs, we can explore this in the future.

We have heard from a few RDs that they have created a separate Facebook profile for professional use only (e.g., Jane Smith, RD). This could be an alternative for RDs to ensure they keep their professional and personal lives separate on Facebook.

## Need to Know

Viewing or commenting on the College’s Facebook page is perfectly acceptable; this activity is for education, not for the delivery of dietetic services.

You will meet your professional obligations on Facebook by keeping clear, professional boundaries and not ‘friending’ clients or ‘liking” and ‘sharing’ client information. Set your privacy settings so that only ‘friends’ can see your personal Facebook profile.

When commenting on the College’s Facebook page, maintain your professionalism by being respectful and courteous. Also, when you comment on the College’s page or ask questions, do not divulge private and confidential information of clients or groups.

## THE COLLEGE ENCOURAGES RDS TO COMMENT AND CONTRIBUTE TO THE FACEBOOK DISCUSSIONS

The College encourages RDs to comment and contribute to the discussions on our Facebook page. We enjoy hearing from RDs and learn from your direct experience in dietetic practice. Please know that RDs are not obligated to ‘like,’ ‘follow’ or comment on the CDO Facebook page. RDs may view the page at their leisure to see posts, resources and comments/discussions that have ensued without logging into your personal Facebook profile.

Link to CDO’s Facebook page at <https://www.facebook.com/CollegeDietitiansOntario>





## Annual Renewal

# The Importance of Your Declaration

Carolyn Lordon, MSc., RD  
Registration Program Manager

The annual renewal form includes questions about your contact information, current practice, and personal situation. Some of the information is collected for reporting to the Ministry of Health and Long-Term Care's health professions database (in aggregate form). Most of the information is needed to carry out the College's regulatory obligations and business.

The College relies on members to answer the questions truthfully and accurately. For this reason, the College includes "declarations", where the member confirms or declares that the answers they have provided are accurate.

### YOUR ANSWERS MUST BE TRUTHFUL

During renewal, the College sometimes receives calls from members who want advice about how to answer a question to avoid a particular outcome, like having to purchase liability insurance or being referred to the Quality Assurance Committee. The College's answer to these questions is always the same: You must answer the questions honestly regardless of the outcome; answering one way or another depending on the outcome should not factor into any decision about how to respond to a question.

For example, a dietitian who does dietetics-related volunteer work outside of her regular job would be required to purchase private liability insurance. Even though she can rely on her employer's insurance at work, it would not cover the volunteer work. While it might be tempting to tell the College that she does not do dietetics-related volunteer work, this would be considered a false or misleading statement. According to section 25 of the *Professional Misconduct Regulation*, "signing or issuing, in the member's professional capacity, a document that the member knows contains a false or misleading statement", is professional misconduct.

### ADMINISTRATION FEES FOR LATE RENEWAL FORMS AND SDL TOOLS

Your annual renewal fees, form and SDL Tool are due on October 31.

- A late fee of \$70 will apply if your renewal fees and/or your renewal form are received at the College after 11:59 pm October 31.
- An administrative fee of \$70 will also apply if your SDL Tool is received after 11:59 on October 31.

## Please be Advised

The College will no longer be sending print notices of your annual renewal in the mail.  
All notices and reminders will be sent by email.

The renewal portal is open for 60 days from September 1 to October 31 every year.



## New Questions Added to the Self-Directed Learning Tool

Barbara McIntyre, RD  
Quality Assurance Program Manager

We often think of high risk activities in dietetics as being limited to a few very specific activities such as tube feeding, TPN or dysphagia management. Indeed, in a survey done by the College in 2014, (35% response rate) to identify risk in practice, the top 3 areas of perceived risk were:

- 1) Nutrition Support (Parenteral Nutrition and Enteral Nutrition including Refeeding);
- 2) Swallow assessments and dysphagia management; and
- 3) Diabetes: Insulin adjustments, glucose testing, hypoglycemia management.

In fact, risk in practice is different for different people. That is why reflection and identification of risk in your own practice is key to ensuring safe, ethical and competent practice. To help you reflect on risk in your practice, the College has added two new questions to the 2015 Self-Directed Learning Tool. These questions will prompt you to identify risk as you see it in your practice and then identify protective factors to mitigate the risk. You may also wish to incorporate a learning goal which will help you decrease the identified risk.

### THE NEW QUESTIONS:

Dietetic practice may have inherent risk. As professionals we first must identify where the risk exists and take steps to mitigate that risk. Consider the high risk areas in your practice.

1) Which aspect of your personal competency if developed would help mitigate this risk?

Choose all that apply.

- Knowledge, skill or judgment
- Interprofessional collaboration, communication
- Policy development, organizational management, leadership
- Other (please describe)

2) Will at least one of your 2015 learning goals relate to areas identified above?

- Yes
- No

# Certificates of Registration

## GENERAL CERTIFICATES OF REGISTRATION

Congratulations to all of our new dietitians registered from April 1, 2015 to June 30, 2015.

Name	Reg. No.	Date	Name	Reg. No.	Date	Name	Reg. No.	Date
Isabelle Aubry-Boyle RD	13966	30/06/2015	Claire Galloway RD	14080	27/04/2015	Amanda Sibley RD	14087	09/04/2015
Emily Bell RD	14095	20/04/2015	Nucihath BegumKalikuzzaman RD			Marie-Claude Sirois RD	13859	30/06/2015
Charlotte Chan RD	14038	30/06/2015		11801	30/06/2015	Emma Ueffing RD	14034	30/06/2015
Hui Tung Chan RD	12519	09/06/2015	Michelle Lee RD	14176	19/06/2015	Deborah Van Dyke RD	12723	14/05/2015
Mary Cranmer-Byng RD	13857	30/06/2015	Angela Levac RD	14081	07/04/2015	Olya Voikin RD	14135	22/05/2015
Adam Dickey RD	13783	30/06/2015	Crystal MacGregor RD	14173	29/06/2015	Karman Yim RD	14066	10/04/2015
Pamela Fergusson RD	14160	17/06/2015	Caitlin McQuarrie RD	12967	19/05/2015			
Katherine Ford RD	14032	30/06/2015	Im Peng Ng RD	14073	30/06/2015			

## PROVISIONAL CERTIFICATE OF REGISTRATION

Name	Reg. No.	Date
Rona Mosavimehr RD	12654	10/04/2015
Hedieh Habibnia RD	4169	29/06/2015

## REINSTATED MEMBER

Name	Reg. No.	Date
Karen Trainoff RD	11862	19/06/2015

## TEMPORARY CERTIFICATES OF REGISTRATION

Name	Reg. No.	Date	Name	Reg. No.	Date	Name	Reg. No.	Date
Alison Antonette RD	14101	21/04/2015	Rebekah Hack RD	14084	30/04/2015	Peiman Pournaghshband RD		
Amani Awad RD	14144	28/05/2015	Dana Hawthorne RD	14098	30/04/2015		13775	21/04/2015
Manmeet Kaur Behl RD	10695	20/05/2015	Jessica Hicks RD	14107	30/04/2015	Nazima Qureshi RD	14119	25/05/2015
Christina Bieniek RD	14104	25/05/2015	Ivan Ho RD	14123	07/05/2015	Sylvia Rinaldi RD	14090	12/05/2015
Megan Charlish RD	14072	25/05/2015	Justine Horne RD	14100	30/04/2015	Sarah Roney RD	14092	30/04/2015
Danxi Cheng RD	14102	25/05/2015	Julie Hutter RD	14120	07/05/2015	Niloofer Sanei RD	12330	27/04/2015
Jenessa Dalton RD	14058	02/04/2015	Sarah Kidd RD	14108	12/05/2015	Tamara Sarkisian RD	14125	12/05/2015
Stephanie Eagen RD	14148	28/05/2015	Laura MacDonald RD	14146	28/05/2015	Andrea Sillberg RD	14088	23/06/2015
Cindy Fajardo RD	14136	19/05/2015	Rima Malak RD	14099	25/05/2015	Jamie Stewart RD	14147	19/06/2015
Yuliya Fedotova RD	12775	19/06/2015	Nicole Moesker RD	14133	25/05/2015	Emily Tam RD	14106	25/05/2015
Melissa Finley RD	14083	12/05/2015	Jessica Newhook RD	14115	30/04/2015	Christine Tardif RD	14130	12/05/2015
Emily Fitzgerald RD	14159	15/06/2015	Natalie Novy RD	14156	23/06/2015	Paige Turton RD	14138	19/05/2015
Anne Marie Fougere RD	14082	02/04/2015	Kathy Oghalai RD	10545	10/04/2015	Courtney Wilson RD	14091	30/04/2015
Atefeh Golpaie RD	13742	20/04/2015	Muna Osman RD	14116	25/05/2015			

## RETIRED

Helen Lefebvre	2121	30/04/2015
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## RESIGNATIONS

Hanifah Hussain	14026	21/05/2015
Sarah Kasman	12764	11/04/2015
Susan Keyes	2249	29/05/2015
Brenda Richards	1695	11/04/2015
Jennifer Snyder	13793	24/06/2015
Shlomi Tamam	12292	29/05/2015

## REVOCAION

A Certificate of Registration that was suspended for failure to pay fees is automatically revoked after it has been suspended for six months.

Sweta Amin	11893	08/06/2015
Laura Hojeij	12570	08/06/2015
Louise Y. Lanthier	3455	08/06/2015
Marie-Anne Lefebvre	12848	08/06/2015
Kimmy Lu	12702	08/06/2015
Donna Ng	1362	08/06/2015
Viktoria Shihab	12911	08/06/2015
Karen Trainoff	11862	08/06/2015





# Council Meeting Highlights - June 2015

## EXECUTIVE COMMITTEE

Susan Knowles RD,  
President  
Barbara Major-McEwan  
RD, Vice President  
Erin Woodbeck RD  
Najmudin Hassam, Public  
Councillor

## COUNCIL MEMBERS

### Elected Councillors

Alida Finnie RD  
Susan Knowles RD  
Alexandra Lacarte RD  
Abigail Langer RD  
Barbara Major-McEwan RD  
Suzanne Obiorah RD  
Nicole Osinga RD  
Erin Woodbeck RD

### Public Councillors

Najmudin Hassam  
Shelagh Kerr  
Elsie Petch  
Claudine Wilson

## MEMBERS APPOINTED TO COMMITTEES

Edith Chesser RD  
Dianne Gaffney RD  
Renée Gaudet RD  
Susan Hui RD  
Sobia Khan RD  
Julie Kuorikoski RD  
Léna Laberge RD  
Grace Lee RD  
Kerri Loney RD  
Marie Traynor RD  
Krista Witherspoon RD

## PARTNERSHIP FOR DIETETIC EDUCATION AND PRACTICE (PDEP) PRACTICE ACCREDITATION COUNCIL

Council has approved the PDEP Practice Accreditation Council as the body that will accredit Canadian dietetic education & practical training programs for the purpose of meeting the registration requirements as set out in section 6(1) of the General regulation. This approval will take effect on the first day that the PDEP Accreditation Council meets as a duly constituted Council under the auspices of the PDEP.

PDEP represents three sectors working in collaboration for the advancement of dietetics in Canada: Dietitians of Canada (DC); the Alliance of Canadian Dietetic Regulatory Bodies (the Alliance); and education programs in Canada. The accreditation Council will be funded as follows: DC & the Alliance will contribute \$40K annually. Remaining fees will come from education programs as accreditation listing fees.

## AMENDMENT TO BY-LAW 1, SECTION 42, REGISTER FOR INCREASED TRANSPARENCY

Council amended the by-law which sets out the information about a dietitian to be publicly displayed on the Register of Dietitians. The amendments are consistent with the transparency principles and provisions that other colleges in Ontario are implementing. Before making the amendments, Council thoughtfully considered comments made by members of the College in the by-law consultation process. Council further made a recommendation to have the Legislative Issues Committee draft a by-law provision to address the removal of a publication of conviction.

## TRANSPARENCY POLICY TO DETERMINE RELEVANCE OF A CHARGE OR CONVICTION TO SAFE AND ETHICAL DIETETICS PRACTICE

In by-law, the Registrar & Executive Director has the authority to determine if a charge or conviction is significantly related to dietetic practice to be of value to the public. To be fair and transparent about the decision-making process for posting information on the Register of Dietitians, Council approved a new policy which sets out the parameters and criteria to guide the Registrar & Executive Director in determining what charges and offences are relevant to safe and ethical dietetic practice and should be published on the Register of Dietitians. The public expects the College to deliver its mandate of public protection in a manner that is transparent and fair.

## STANDARDS FOR CONSENT

Council approved, in principle, the proposed draft *Professional Practice Standard: Consent to Treatment and for the Collection, Use & Disclosure of Personal Health Information*. It is a professional and legal requirement for RDs to obtain consent to treatment and for the collection, use & disclosure of personal health information. The purpose of the *Standards of Consent* is to clarify the behaviours by which an RD's performance can be evaluated, and serve as a basis for assessing whether RDs fulfill their professional responsibilities when obtaining consent. The draft will be circulated to members for input.

**UPDATED DYSPHAGIA POLICY**

Council approved, in principle, an updated dysphagia policy related to scope of practice for RDs caring for clients with dysphagia in Ontario. The draft policy

clarifies the full role of the RD within a dysphagia interprofessional team and set out the College's expectations regarding managing risks & implementing protective solutions for safe, client-centered services.

# Welcome to the College

**COUNCIL ELECTION RESULTS**

**Alexandra Lacarte, RD**  
**Acclaimed in District 5**

Alexandra graduated from Brescia University College with a Bachelor of Science: Honors Specialization in Foods and Nutrition. She completed her dietetic internship at North York General Hospital. She currently works at the North Bay Parry Sound District Health Unit where she develops and delivers nutrition programs and services in the community for schools and families. She also works part-time in Long-Term Care at Lady Isabelle Nursing Home.

Patient Relations Committee. Erin is a graduate of the University of Manitoba and the Capital Health Dietetic Internship Program in Edmonton, Alberta. She has been practicing as a clinical dietitian and is currently working at Thunder Bay Regional Health Sciences Centre.



**Nicole Osinga, RD**  
**Appointed by Council in District 7**

Nicole Osinga was appointed as a Councillor at the June Council Meeting. She is a Registered Dietitian from Oshawa and received her undergraduate and Master's degrees from the University of Guelph. She currently runs a private practice in the Durham Region and is just finishing covering a maternity leave at a Long-Term Care Home. Nicole has an interest in food blogging and is an avid cook. She enjoys running, volleyball and trying out new physical activities in her free time.



**Erin Woodbeck, RD**  
**Acclaimed in District 6**

Erin was acclaimed for a second term on Council. Erin currently serves on the Quality Assurance; Inquiries, Complaints and Reports Committees; and Executive Committee. She has also served on the

**COMMITTEE APPOINTMENTS**

**Renée Gaudet, MHSc, RD**  
**Legislative Issues Committee**

Renée obtained a Bachelor of Applied Science in Human Nutrition at the University of Guelph, followed by a Masters of Health Science at the University of Toronto. Since becoming an RD, she has worked in public health at Toronto Public Health, Sudbury & District Health Unit, and currently the Simcoe Muskoka District Health Unit. Renée is the professional practice lead at her place of employment and is responsible for providing leadership in establishing a quality work environment for professional practice.



**Krista Witherspoon, RD**  
**Registration Committee**

We wish to give very special thanks to Krista for her knowledgeable contributions to College work. Krista completed a three-year term on Council in June (2012-15) and she will continue to serve for on the Registration Committee as an appointed committee member. As a Council member, Krista was co-chair of the Registration Committee and also served on the Discipline and Fitness to Practice Committees. Prior to her term on Council, from 2009-12, Krista was appointed to the Quality Assurance and the Legislative Issues Committees.



## Fall 2015 CDO Workshop

### Conflict of Interest and Dietetic Practice: Personal Gains vs. Professional Obligations

Are you in a conflict of interest in your dietetic practice? Not sure? This year's workshop will explore the what, why, when and how's of conflict of interest and dietetic practice. Using a conflict of interest framework and real practice scenarios, participants will learn how to identify when they are in a real or perceived conflict of interest and how to manage competing interests in their dietetic practice.

We will also examine how trust empowers the RD-client relationship and explore how other actions of RDs, besides COI, can affect client trust and professional reputation.

#### WE NEED YOUR HELP!

By attending this year's workshop you will assist the College in identifying what conflicts and actions should be

prohibited by standards. Before the workshop, we sent a survey to collect your ideas, sticky situations and thoughts on COI and dietetics. Your input has helped craft the workshop content and future development of practice standards in this area.

#### WHO SHOULD ATTEND?

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

#### Register Online

Login to your [Member Home Page](#) and scroll down to [Events on the left](#).

Barrie	September 25, 1-4pm	Oshawa	November 2, 1-4pm
Belleville	September 29, 1-4pm	Ottawa	October 6, 12:30-3:30pm
Brampton	October 28, 1-4pm	Owen Sound	October 2, 1-4pm
Dryden	September 22, 1-4pm	Peterborough	September 30, 1-4pm 12 to 1pm (lunch/networking)
Guelph	October 27, 1-4pm	Sault Ste. Marie	October 1, 1-4pm
Hamilton	November 3, 1-4pm	Scarborough	November 11, 1-4pm
Kingston	September 28, 1-4pm	Sudbury	October 23, 1-4pm 12 to 1pm (lunch/networking)
Kitchener	October 21, 1-4pm	Timmins	October 23, 1-4pm via teleconference
London	October 14, 1-4pm 12-1pm (brown bag)	Thunder Bay	September 21, 1-4pm
Mississauga	October 20, 9am-12pm	Toronto - UHN	October 19, 1-4pm
Niagara/St Catharines	November 4, 1-4pm	Toronto - St. Michael's	October 29, 9am to noon
North Bay	October 22, 1-4pm	Toronto - Sunnybrook	November 12, 1-4pm
North York General Hospital	November 10, 1-4pm	Windsor	October 15, 6-9pm 5:30-6pm (Networking)
Oakville	October 8, 1-4pm		