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**College of  
Dietitians  
of Ontario**

2013 - 2014 ANNUAL REPORT

*PUBLIC INTEREST  
INTEGRITY  
COLLABORATION  
ACCOUNTABILITY &  
TRANSPARENCY*

## EFFECTIVE PUBLIC PROTECTION

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 changing practice environments.

*For the College of Dietitians of Ontario,  
the highest achievement is having the  
public's confidence for the regulation  
of dietitians in Ontario.*



# MESSAGE FROM THE PRESIDENT AND REGISTRAR & ED

## STRENGTHENING THE FOUNDATIONS OF EFFECTIVE REGULATION

We are pleased to present the Annual Report for 2013/14 to highlight how the College of Dietitians of Ontario has regulated and supported Registered Dietitians to provide safe, ethical and competent nutrition services to people in Ontario. 2013/14 is noted for a strong focus on improving access to College services and resources and for laying the foundation for work on standards that address risk in dietetic practice.

Expanded use information and communication technologies combined with online and print public education initiatives gives greater transparency into College activities and ease of access to College information. It also provides more cost-effective ways to deliver College programs and increases the reach of our regulatory work.

In order to effectively focus resources to protect the public, the College conducted research to identify risk in dietetic practice. Combined with a new framework for the development of professional standards, the risk lens will be used to set College priorities for regulatory activities in the years to come.

The College Council, committees and staff remain committed to serve the public through effective regulation of the profession of dietetics.



Barbara Mayor-McEwan  
President



Mary Lou Gignac  
Registrar & Executive Director



College of  
Dietitians  
of Ontario

# INTEGRITY

## PUBLIC PROTECTION

The College of Dietitians of Ontario regulates the profession of dietetics and supports Registered Dietitians to deliver competent, safe and ethical nutrition services to people in Ontario.

### A Commitment to Professional Practice Standards Development

The College established a new framework for the development of professional standards in dietetic practice, one that expresses commitment to base standards in areas of risk. Professional practice standards are a core tool for public protection in any regulator's tool box. Professional practice standards for dietetics describe minimum behavioural expectations by which Registered Dietitians are evaluated and they serve as a basis for assessing whether Registered Dietitians fulfill their professional responsibilities to provide safe, ethical and competent client centred-services.

The new framework for developing standards sets out the following overarching practice principles to guide the content of professional practice standards:

- 1 Building effective interprofessional collaboration and communicating with colleagues to achieve the best possible outcomes;
- 2 Respecting client autonomy and individuality;
- 3 Working within the dietetic scope of practice or what is reasonably related to it;
- 4 Working within his/her individual competence (level of knowledge, skill and judgment);
- 5 Using an evidence-based approach to practice;
- 6 Ensuring a systematic approach to decision-making;
- 7 Ensuring appropriate documentation relevant to area of dietetic practice; and
- 8 Monitoring and evaluating dietetic services for continuous quality improvement.



## Identifying Risk in Dietetic Practice

The College conducted research to identify risk in dietetic practice. The research included a literature search, a survey completed by 35% of College members and focus groups with dietitians from all areas of practice. The three highest levels of risk identified in the study were: 1. nutrition support (parenteral nutrition and enteral nutrition including refeeding); 2. swallowing assessments and dysphagia management; and 3. diabetes (insulin adjustments, glucose testing, hypoglycemia management). This information will help the College prioritize future policy-making and standards development based on risk for safe dietetic practice in Ontario.

## New Policies Implemented for RDs Practicing Dietetics 500 Hours or Less over Three Years

A process was developed in 2013 to make sure that dietitians who practiced fewer than 500 hours remain competent. Through information collected during the annual renewal process, 74 members were found to have practiced fewer than 500 hours in the past three years. To demonstrate competence, these members were asked to submit a summary of their professional and continuous development activities for assessment by the Quality Assurance Committee.

- 15% were assessed to be competent and required no further assessment.
- 70% elected to sign a voluntary undertaking not to practice unless they undergo an assessment of competence and complete upgrading requirements as directed by the Quality Assurance Committee.
- 11% require further assessment.
- 4% resigned.



College of  
Dietitians  
of Ontario

# SERVING THE PUBLIC INTEREST

## PUBLIC AWARENESS INITIATIVES

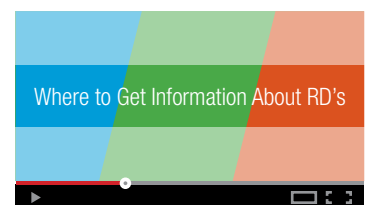
A public awareness initiative was started in 2008 to inform the public about how the College regulates Registered Dietitians to be safe, competent and ethical in the interest of the public. The campaign also highlights how people can use the Register of Dietitians to verify that a person is qualified to practice in Ontario and that the College has processes in place to investigate complaints and handle inquiries.

In 2013, the first phase of the campaign ended and the Patient Relations Committee developed a new public awareness strategy to be rolled out from 2014-2017. The new campaign was developed based on information from a post-campaign survey comparing the campaign results to a baseline set in 2008. Survey results showed that the greatest change since 2008 is that the internet is now listed as the best source for information on nutrition and health compared to labels, magazines, books or other print media.

Consequently, going forward, College public awareness initiatives will be focused on social media and web-based advertising rather than hard-copy media.

During this fiscal period, the College created two new videos in English and French entitled, *Registered Dietitians help you and your family eat better for health* and *Where to get information about nutrition for you and your family*.

Radio advertisements were aired on community radio programs and several articles were published in community newspapers across Ontario via News Canada.



## Federation of Regulatory Health Colleges of Ontario (FHRCO)

The College worked with FHRCO as part of a leadership group to create a public awareness campaign about how regulated health colleges in Ontario regulate 26 health professions and hold over 300,000 health professionals in Ontario accountable for the quality of their practice.

The campaign included a series of twelve articles for community newspapers, a video posted on [YouTube](#) and radio advertising.



As part of an ongoing public information initiative, the College has posted several videos on its [YouTube channel](#), in both English and French.

Registered Dietitians help you and your family eat better for health  
Where to get information about nutrition for you and your family



College of  
Dietitians  
of Ontario

## PUBLIC PROTECTION

### SUPPORTING DIETITIANS FOR SAFE, COMPETENT & ETHICAL PRACTICE

The College is committed to developing innovative and varied educational approaches to support RDs in learning about the laws and professional principles that govern safe dietetic practice in Ontario. These approaches include web-based and face-to-face experiences, such as, creating new e-learning modules about reflective practice and cultural competence, providing the quarterly résumé newsletter in hard copy, blogs and webinars for a wider reach.

#### Supporting and Monitoring RDs for Continuing Competence

The College has a comprehensive Quality Assurance (QA) Program designed to monitor and support dietitians in maintaining their competence to practice dietetics safely and ethically. It monitors RD practice competence relative to their adherence to laws, and College standards and policies.

#### Participation in the QA program is mandatory. There are 4 core areas of focus:

- 1 Each year, members must submit a Self-Directed Learning Tool (SDL).
- 2 Every five years, members compete the Jurisprudence Knowledge and Assessment Test.
- 3 Each year, 10% of members are randomly selected for a Peer and Practice Assessment.
- 4 Each year, dietitians who practice fewer than 500 hours in the previous three years are assessed for competence.



## Dietitians Achieve High Scores in their Peer and Practice Assessments

RDs participating in the Peer and Practice Assessments have received high scores in surveys from their clients/patients and colleagues regarding their communication style, professionalism and client-centered care.

- Only two dietitians required further screening by the Investigations Complaints and Reports Committee
- 61% report that they will make changes to their practice as a result of feedback from the Peer and Practice Assessments.

## Interprofessional Collaboration (IPC)

We continue to explore and present conceptual and theoretical knowledge to help dietitians implement interprofessional dietetic services across Ontario. This fiscal period, IPC resources and tools developed for dietitians included an IPC blog, two résumé newsletter articles on “Building Capacity for Collaborative Leadership In Knowledge-Creating Teams” and “From the Client’s Perspective- focusing on IPC”; and the Interprofessional Guide on the Use of Orders, Directives and Delegations for Regulated Health Professionals in Ontario developed in collaboration with other colleges through the Federation of Health Regulatory Colleges of Ontario.

## Enhancing Cultural Competence of RDs

The Regulated Health Professions Act requires the College to maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues. Cultural competence is a pressing emerging issue in the provision of safe, client-centred dietetic practice. With a view to client-centred care, the College focused on enhancing the cultural competence of RDs in Ontario through several learning tools including workshops and educational resources such as an online e-learning module, résumé newsletters and several face-to-face presentations.



# COLLABORATION

## Workshops and Presentations

The College delivered 26 workshops across Ontario on the topic of Cultural Competence for RDs in Ontario. The purpose of the workshops was to strengthen participant awareness of the skills and attitudes needed to enhance client-centred services in culturally diverse dietetic practice environments. They examined the concepts of cultural competence and discussed how personal values, biases and assumptions can have an impact on the quality of dietetic services given to clients. The workshops were well attended by 22% of the membership (792 RDs).

*A post-workshop survey confirmed the workshop had an impact on participants and their delivery of dietetic services to the people of Ontario:*



93% of participants reported having increased their understanding of the importance of examining their own assumptions, biases and stereotyping and how these can impact the quality of their dietetic practice and the interactions they have with clients.

96% of participants reported that they recognize that they are on a learning continuum in terms of cultural competence and that they will need to continually learn and develop skills to better service clients from diverse cultural backgrounds.

96% of participants reported having a renewed commitment to building their cultural competence to meet their professional obligations to ensure safe, effective and competent delivery of dietetic services.

89% of participants reported having an increased understanding of the varying cross-cultural communication practices they may encounter with clients.



## Practice Advisory Service

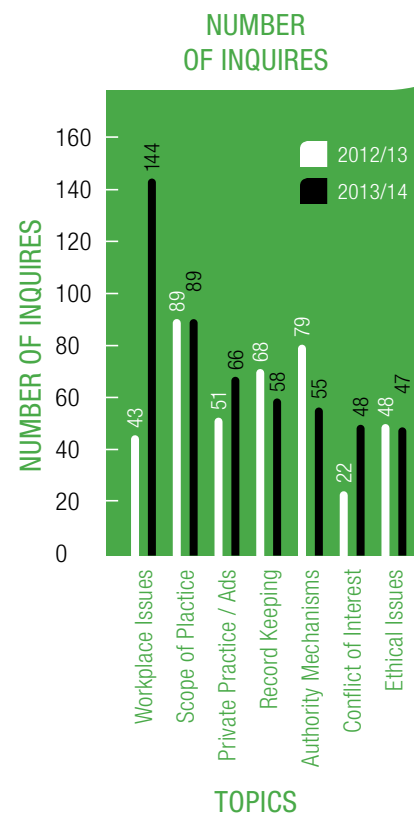
The College of Dietitians of Ontario believes that in addition to enforcing practice standards, the best way to protect the public is by supporting Registered Dietitians' to provide safe, ethical and competent dietetic services. An important support is the Practice Advisory Service where we offer guidance when dietitians seek help with the ethical or professional issues they face in their practice.

The service continues to grow and 100% of members who have used the service report that they would use it again; 98% would recommend the service to others. The anomaly in 2010/11 reflects practice inquiries related to the new requirement to carry liability insurance.



The graph on the right shows the top topics that concerned the dietitians who called the Practice Advisory Service for support in the last two years. Note the three-fold increase in the number of calls (43 to 144) the College received about workplace issues. These included questions related to the increased workloads and staff shortages in health care that are having an impact on quality dietetic practice.

This is important information for the College. It will help us prioritize the development of standards and resources to help dietitians manage risks and practise safely in such work environments.



# PUBLIC PROTECTION

## TOTAL APPLICANTS BY JURISDICTION APRIL 1, 2012 – MARCH 31, 2013

Jurisdiction	Applicants
International	24
Ontario	176
Other Canadian Province	60
USA	8
Total	268

## REGISTRATION PROGRAM

The College of Dietitians of Ontario has the legal responsibility under the Registered Health Professions Act to establish and maintain transparent, objective, impartial, and fair standards for entry to the profession. It also maintains a Register of Dietitians available online. In fulfilling these responsibilities, the Registration Program:

### New Entry to Practice Competencies in Place

Entry to practice competencies set out the knowledge, skills and judgment required to carry out entry to practice tasks safely, at a minimum level of quality and predicted outcome. As the profession's body of knowledge changes and the practice roles change for entry to practice dietitians, the competencies need to be updated to ensure continued safety and quality of practice.

The College supported the finalization of new entry to practice competencies by the [Partnership for Dietetic Education and Practice](#) and has approved the Integrated [Competencies for Dietetic Education and Practice](#) as the new standard for registration in Ontario. The College facilitated consistent implementation of the new competencies by dietetic education programs in Ontario by convening

- Processes applications.
- Assesses non-accredited education and training for equivalence against the national standards.
- Processes annual renewal of membership and resignations from the College.
- Maintains a complex database to safely house member information &
- Securely transfers relevant data to the Ministry of Health and Long-Term Care and eHealth Ontario.
- Monitors to ensure that members have appropriate liability insurance coverage.
- Contributes to national and provincial initiatives to assure registration standards are established and maintained in a way that supports national labour mobility and effective education of a sufficient number of dietitians to meet the needs of the people of Ontario.

education programs to share learning strategies and funding the development of an on-line student competency assessment form to be used in practical education programs throughout Ontario. The policies and assessment tools used by applicants and the Registration Committee were also adapted to incorporate the new competencies.

## New Accreditation Standards and Model

The College relies on the accreditation of dietetic education programs to assure that education program curriculum or learning outcomes incorporate the entry to practice competency standards. We worked with the [Partnership of Dietetic Education and Practice](#) on the development of new [Accreditation Standards](#) and a new structural model that would see accreditation move to a new [Accreditation Council](#) under the auspices of the [Partnership for Dietetic Education and Practice](#) where it would be managed by a partnership of educators, regulators and the national professional association.

## Prior-Learning Assessment Funding

The College received funding (over \$690,000 over 3 years) from the Provincial Ministry of Citizenship and Immigration to develop and implement new entry-to-practice assessment tools for internationally educated applicants and applicants who have completed non-accredited dietetic education programs. The new tools will be developed over the next three years (2014-2017). The new tools will assist internationally educated dietitians in learning about dietetic practice in Ontario and provide a direct assessment of their dietetic knowledge, skills and critical thinking.

## New Provisions for Professional Liability Insurance

Changes have been made to the College By-Law 5, [Professional Liability Insurance Coverage Requirements for Members](#). The changes allow members more options in terms of meeting their professional liability insurance obligations. Other than obtaining their own insurance, members who are employed by the federal or provincial governments may now rely on the government's self-insurance coverage. Members may also rely on insurance that was purchased in another province, as long as it covers dietetic practice in Ontario.



## ACCOUNTABILITY & TRANSPARENCY

### CONTINUOUS IMPROVEMENT IN GOVERNANCE AND BUSINESS PROCESSES

The College is committed to continuous evaluation and improvements in regulation, governance and business processes to ensure that its regulatory mandate is carried out with maximum effectiveness and efficiency, while respecting the public interest, the profession of dietetics and the community of regulators.

#### Governance Policies Updated

The College continued with the implementation recommendations that were made in a governance review the previous year. As a result, a new succession policy was developed, new management accountability forms were created for reporting to Council and governance policies updated. Council also made extensive changes to two policies:

*Council Commitment*, was substantially expanded to clearly state Council's commitment to the College values of Public Interest, Integrity, Collaboration and Accountability and Transparency.

*Governance Code of Conduct*, now makes explicit what constitutes appropriate conduct for Councillors and Committee Appointees in terms of accountability, respect for people, orderly meetings, decision-making, Council unity, conflict of interest and confidentiality. The revised policy also includes a process for holding them accountable to the code of conduct.

## More College Services Available Online

In 2013/14, technology platforms for the College database and website were updated to maximize online services, to reduce administrative work, cut administrative costs and allow human resources to be used more efficiently.

- The **Register of Dietitians** was redesigned in a new web environment to improve functionality. The new search feature makes information about Registered Dietitians easier to find online.
- The Canadian Dietetic Registration Examination is now administered online. Applicants pay their fees online, write their exam online at computer exam centres across Canada and receive their results electronically. In addition to administrative efficiencies, applicants receive their exam results more quickly.
- New online committee communities were created to facilitate committee work. The new communities save time and money related to photocopying and delivering documents by courier. They also ensure that documents needed for committee work are accessible anytime from anywhere.
- New online submission of expense claims and honorariums for Council, committee members and staff reduce the time it takes to prepare and process them.
- The new online resignation of membership is more accessible and user friendly.



# COLLEGE OF DIETITIANS OF ONTARIO

## Council

Direction, Oversight & Policy

### Elected Councillors

Cynthia Colapinto, RD  
Lesia Kicak, RD  
Susan Knowles, RD  
Abigail Langer, RD (From June 2013)  
Barbara Major-McEwan, RD  
Erica Sus, RD  
Deion Weir, RD (To June 2013)  
Krista Witherspoon, RD  
Erin Woodbeck, RD

### Appointed Councillors

Edith Brown (To June 2013)  
Najmudin Hassam  
Elsie Petch  
Alan Warren  
Claudine Wilson  
Carole Wardell  
Elizabeth Wilfert

### Appointed Committee Members

Dietitians have an impact on how the dietetic profession is regulated by serving on College committees to help develop regulations, programs and policies for the delivery of safe, ethical and competent dietetic service. They also help assess registration and complaint files.

Susan Campisis, RD (to June 2013)  
Edith Chesser, RD  
Claire Cronier, RD (to June 2013)  
Dianne Gaffney, RD  
Susan Hui, RD  
Laurel Hoard, RD (to June 2013)  
Sobia Khan, RD  
Julie Kuorikoski, RD

Léna Laberge, RD  
Grace Lee, RD  
Kerri Loney, RD  
Jill Pikul, RD  
Diane Shrott, RD  
Marie Traynor, RD  
Krista Witherspoon, RD (to June 2013)

## Committees

### Executive Committee

The Executive Committee acts for Council between Council meetings and has all the powers of Council regarding any matter requiring immediate attention, other than the power to make, amend or revoke regulations or bylaws.

Elizabeth Wilfert, President  
Lesia Kicak, RD, Vice President  
(to June 2013)  
Barbara Major-McEwan, RD,  
Vice President (from June 2013)  
Susan Knowles (from June 2013)

### Discipline & Fitness to Practice Committees

The Discipline Committee considers allegations of professional misconduct or incompetence of members and the responsibility of the Fitness to Practise Committee is to provide a fair hearing of matters regarding the incapacity of members to practise safely.



# COUNCIL & COMMITTEES

(APRIL 1, 2013 — MARCH 31, 2014)

There was one referral to the Discipline Committee this year. On May 15, 2013, a Panel of the Discipline Committee found that a member committed five acts of professional misconduct. The Panels decisions and reasons were published in the College's résumé newsletter June 2013.

There were no referrals to the Fitness to Practise Committee.

Deion Weir, RD, Chair (to June 2013)  
Elizabeth Wilfert, Chair (from June 2013)  
Cynthia Colapinto, RD  
Najmudin Hassam  
Julie Kuorikoski, RD (to June 2013)  
Lesia Kicak, RD

Abby Langer, RD  
Barbara Major-McEwan, RD  
Alan Warren  
Claudine Wilson, RD  
Krista Witherspoon, RD

## **Inquiries, Complaints and Reports Committee (ICRC)**

Fair and effective handling of complaints and reports in keeping with Ontario laws and standards.

Erica Sus, RD, Chair  
Edith Brown (to June 2013)  
Cynthia Colapinto, RD  
Susan Knowles, RD  
Edith Chesser, RD

Léna Laberge, RD  
Elsie Petch  
Carole Wardell  
Elizabeth Wilfert  
Erin Woodbeck, RD

**Seven new matters were received by the ICRC from April 1, 2013 to March 31, 2014**

Two Complaints (now closed)

- One written caution was issued.
- No action was taken in the other complaint.

Three Reports (2 closed and 1 ongoing)

- No action was taken in one report.
- A written caution was issued in one report.
- The third report is being investigated.

Two Quality Assurance Referrals (both ongoing)

- One Investigation ongoing
- Second referral Investigation is completed and being reviewed by the Inquiries, Complaints and Reports Committee.

## **Patient Relations Committee**

The Patient Relations Committee advises Council with respect to public education and coordinates requests for funding for therapy and counselling should any patient suffer sexual abuse by a member of the College.

There were no requests for funding for therapy and counselling.

Elsie Petch, Chair  
Lesia Kicak, RD  
Sobia Khan, RD  
Kerri Loney RD

Elizabeth Wilfert  
Deion Weir, RD (to June 2013)  
Alan Warren  
Erin Woodbeck, RD

## **Quality Assurance Committee**

Implements and maintains standards of knowledge and skill for competent dietetic practice through competency assessments of dietetic practice and continuing education for Registered Dietitians in Ontario.

Carole Wardell, Chair  
Lisa Kicak, RD (as of June 2013)  
Susan Knowles, RD  
Julie Kuorikoski, RD  
Grace Lee, RD  
Elsie Petch  
Erica Sus, RD  
Deion Weir, RD (to June 2013)  
Allan Warren  
Elizabeth Wilfert

## **Registration Committee**

Fair and transparent registration practices to ensure that only qualified individuals are registered to practice dietetics in Ontario. In 2013/14, 75 applications were reviewed by Registration Committee, including new applications and re-applications.

Jill Pikul RD, Chair  
Krista Witherspoon RD, Co-Chair  
Najmudin Hassam (as of June 2013)  
Laurel Hoard, RD (to June 2013)  
Susan Hui, RD  
Abby Langer, RD (as of June 2013)  
Barbara Major-McEwan, RD  
Diane Shrott, RD  
Maria Traynor, RD  
Carole Wardell  
Elizabeth Wilfert (to June 2013)  
Claudine Wilson (as of June 2013)



# COLLEGE OF DIETITIANS OF ONTARIO

## MEMBER STATISTICS

### Slowed Growth in New Members

In 2013-14, there was a net increase of 95 dietitians in Ontario which represents the lowest increase since 2007. This decrease in new members reflects the loss of 28 internship positions in Ontario after temporary funding from the provincial government was ended. It also reflects a drop in the number of dietitians moving to Ontario from other Canadian provinces (53 in 2013-14; down from 70 in 2012-13).

NET INCREASE IN MEMBERSHIP





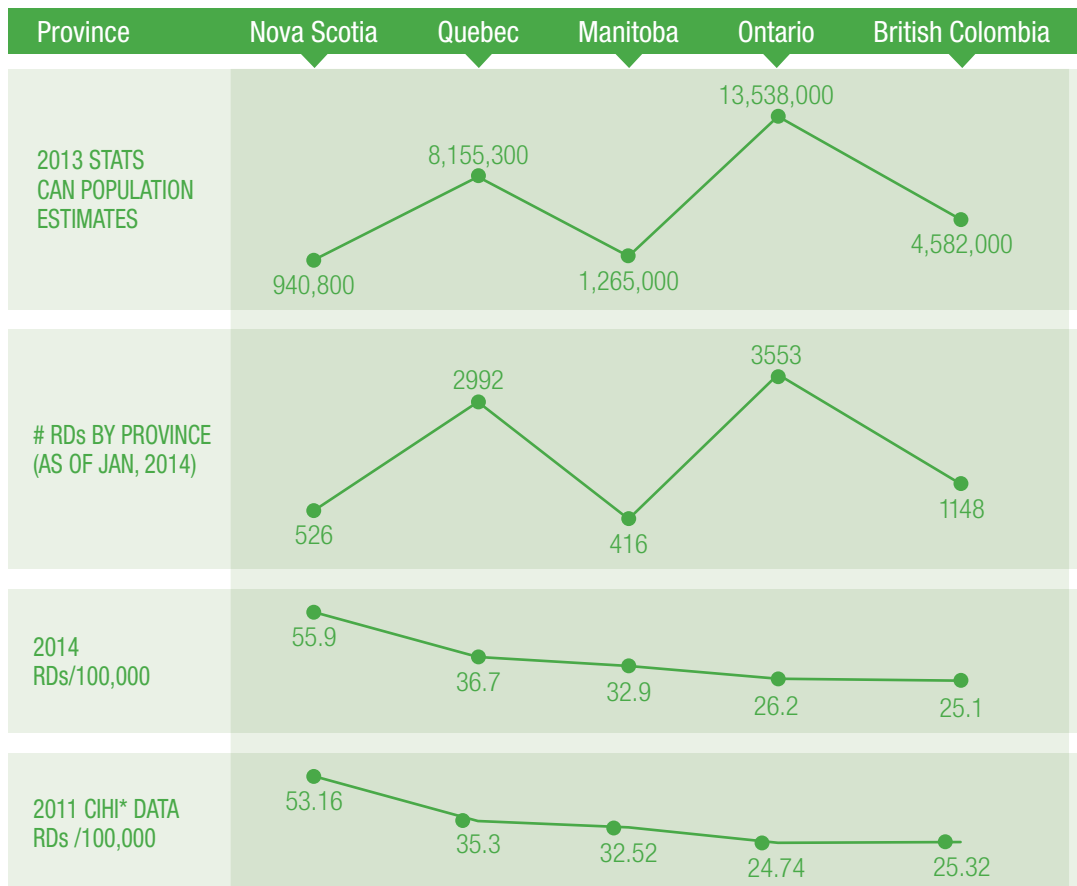
### TOTAL MEMBERSHIP BY GENDER 2013-14

# of Members	Gender	% Membership
3503	F	97.60%
86	M	2.40%
3589	Total	100.00%

### NET GROWTH FOR 2013-14

Total Members	Net Growth
237	Total New Members Admitted
-132	Total Resigned or Retired
-12	Deceased or Suspended
2	Reinstated
95	Net Growth

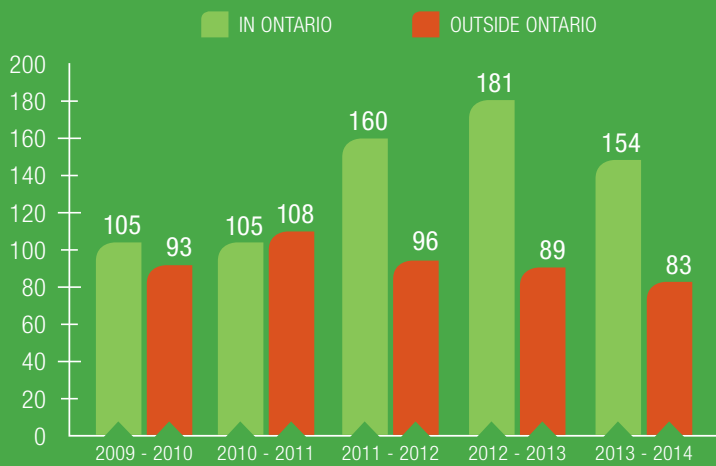
### ONTARIO CONTINUES TO HAVE LOW NUMBERS OF RDs PER CAPITA IN CANADA



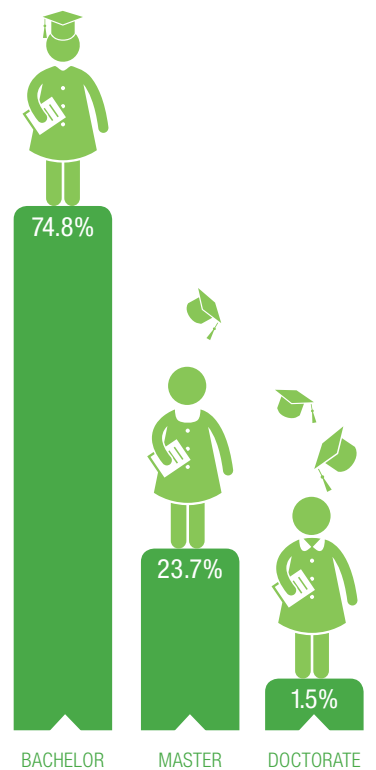
\*Canadian Institute for Health Information

# COLLEGE OF DIETITIANS OF ONTARIO

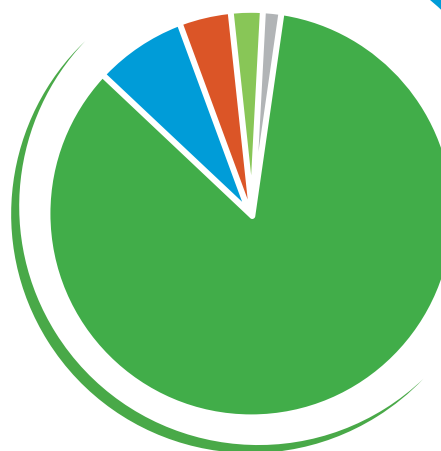
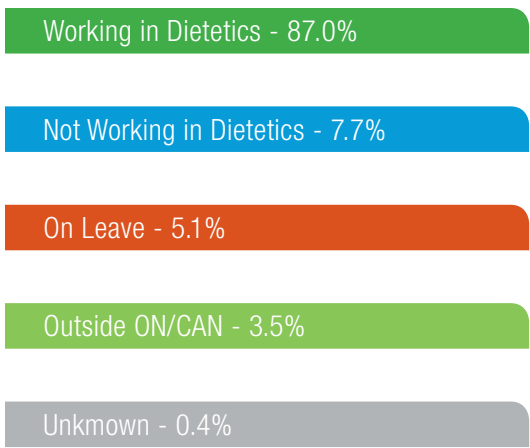
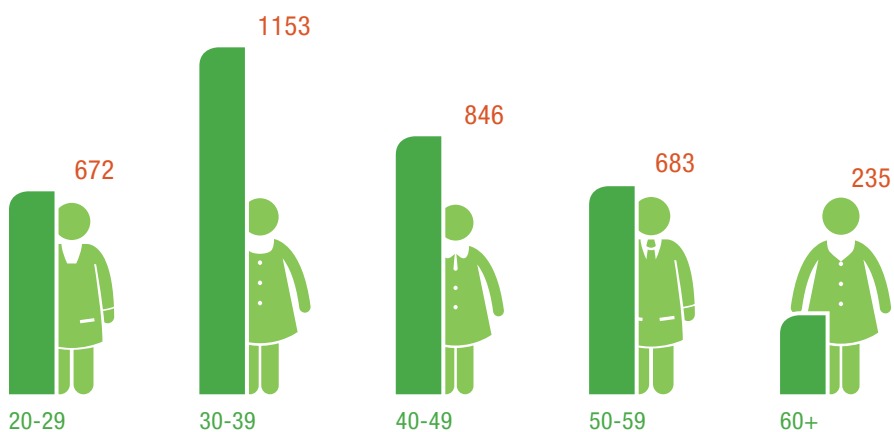
### NEW MEMBERS BY PLACE OF INITIAL EDUCATION



### MEMBERS' HIGH LEVEL OF EDUCATION



ACTIVE MEMBERS (GENERAL AND TEMPORARY) BY AGE GROUP



2013 - 2014 PRACTICE STATUS REPORTED BY GENERAL MEMBERS

# COLLEGE OF DIETITIANS OF ONTARIO

## AREAS OF PRACTICE REPORTED BY MEMBERS PRACTISING IN ONTARIO\*†

Area of Practice	2011 - 2012	2012 - 2013	2013 - 2014
	Number of Responses*	Number of Responses*	Number of Responses*
Clinical One-to-One	2221	2361	2463
Community (Public/Population Health)	730	788	908
Academic Teaching and Education	267	313	345
Food & Nutrition Management	273	283	321
Research	254	296	310
Communication	196	231	258
Quality & Other Management	210	236	262
Policy & Program Development	209	236	282
Other	202	223	258
Clinical Nutritional Management	187	196	235
Sales & Marketing	128	150	181
No Response	30	223	126
<b>Total Responses</b>	<b>4877</b>	<b>5313</b>	<b>5823</b>
<b>Total Ontario Members * †</b>	<b>2944</b>	<b>3315</b>	<b>3588</b>

\*Some RDs reported more than one area of practice.

† Data reported only from RDs who are living/working in Ontario and who reported working in dietetics, being on leave, or doing dietetics related volunteer work

## WHERE ONTARIO RDS WORK

Area of Practice	2011-2012	2012-2013	2013-2014
	Number of Responses*	Number of Responses*	Number of Responses*
Hospital including Chronic Care Institutions (Adult & Pediatric)	1207	1260	1293
Long-Term Care Organization	544	553	570
Diabetes Education Centre	460	500	527
Private Practice	334	364	382
Public Health Department	279	279	291
Community Health Centre / Health Service Organization	303	317	333
Business and Industry	271	318	356
Family Health Team or Family Health Network	274	312	338
University / Community College	224	257	288
Other	171	202	256
Home Care Agency (CCAC case management or in-home service)	127	122	122
Government (Federal & Provincial)	121	115	129
Non-Governmental Organization and Association (e.g., Heart & Stroke, Dietitians of Canada)	141	152	188
Media, Public Relations & Communications Agencies	110	119	120
Rehabilitation Centre	105	114	111
Schools	60	83	100
Research Facility	63	72	77
Occupational Health / Corporate Wellness	68	72	70
Assisted Living	33	34	32
No Response	8	221	125
<b>Total Responses</b>	<b>4895</b>	<b>5245</b>	<b>5583</b>
<b>Total Ontario Members*</b>	<b>2944</b>	<b>3315</b>	<b>3588</b>

Notes:

\* Some members reported working in more than one area of practice.

† Data reported only from RDs who reported working in dietetics, being on leave, or doing dietetics related volunteer work.

# COLLEGE OF DIETITIANS OF ONTARIO

## LOCATION OF RDS PRACTISING IN ONTARIO

Total	LHIN No	LHIN
129	1	Erie St. Clair
240	2	South West
162	3	Waterloo Wellington
285	4	Hamilton Niagara Haldimand Brant
136	5	Central West
212	6	Mississauga Halton
538	7	Toronto Central
308	8	Central
196	9	Central East
118	10	South East
326	11	Champlain
86	12	North Simcoe Muskoka
131	13	North East
76	14	North West
2943	All Ontario	General and Temporary Members with a Primary Employer in Ontario
172	N/A	No postal Code available to determine LHIN
279	No LHIN	Number of members with no LHIN matched to their postal code
195	Not Ontario	



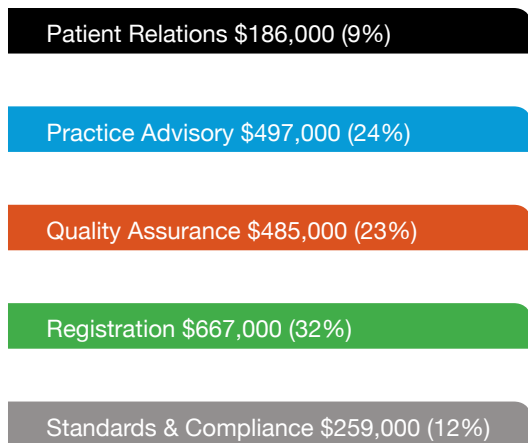
\*Data reported for members with a primary employer in Ontario



## Financials

### Distribution of College Funds (Pie Chart) Total 2013/2014 College expenditures - \$2,094,000

Costs allocated to programs include specific program administration and a proportional allocation of general administration costs for governance, general management, information systems, rent, professional fees, office supplies and communications (i.e. website, résumé newsletter and annual report). The percentage cost for each program varies annually reflecting planned program activities.



COLLEGE EXPENSES FOR THE  
YEAR ENDED MARCH 31, 2014

COLLEGE OF  
DIETITIANS  
OF ONTARIO

INDEPENDENT AUDITOR'S REPORT TO THE  
COUNCIL OF THE COLLEGE OF DIETITIANS  
OF ONTARIO

We have audited the financial statements of the College of Dietitians of Ontario as at March 31, 2014 in accordance with Canadian generally accepted auditing standards and expressed an unqualified opinion about these statements in our report of June 19, 2014.

The information presented in the accompanying Condensed Statement of Operations and Changes in Fund Balances is derived from the above mentioned financial statements and in our opinion presents fairly the information therein.



Kopstick, Osher, LLP  
Chartered Professional Accountants  
Toronto, ON  
June 19, 2014

## College of Dietitians of Ontario

### Condensed Statement of Operations and Changes in Fund Balances For the Year Ended March 31, 2014

	2014	2013
<b>Revenue</b>		
Membership fees	\$ 1,761,798	\$ 1,714,781
Other income	97,246	148,974
	<u>1,859,044</u>	<u>1,863,755</u>
<b>Expenses</b>		
Salaries and benefits	1,122,218	1,074,538
Contracted services	52,027	57,262
Council and committee expenses	167,986	158,526
Communication Initiatives	150,603	163,037
Administration	452,969	411,827
Professional services	85,571	80,631
Amortization of capital and intangible assets	62,288	51,752
	<u>2,093,662</u>	<u>1,997,573</u>
Expenses over revenue	(234,618)	(133,818)
Fund balances, beginning of year	1,262,956	1,396,774
Fund balances, end of year	<u>\$ 1,028,338</u>	<u>\$ 1,262,956</u>
<b>Allocation of Fund Balances As at March 31, 2014</b>		
	2014	2013
Investment in capital and intangible assets	259,991	\$ 127,961
Internally restricted - Note 1	133,821	910,758
Unrestricted	634,526	224,237
Fund balances, end of year	<u>\$ 1,028,338</u>	<u>\$ 1,262,956</u>

Note 1: Internally restricted funds are reserved for:

- Hearings
- Capital and intangible asset purchases

These funds are not available for other purposes without the approval of Council.

*Copies of the 2014 audited financial statements are available on request.*