



# résumé

2  
"GOVERNING ONESELF  
PRECEDES GOVERNING  
OTHERS".

7  
NEW OBLIGATION –  
USING THE RD TITLE IN  
YOUR PRACTICE

8  
SUPERVISION OF  
MEMBERS WHO HAVE  
FAILED THE  
REGISTRATION  
EXAMINATION

10  
WHAT HAPPENS TO RDS  
WHO PRACTICE FEWER  
THAN 500 HOURS OVER  
THREE YEARS?

11  
COLLEGE MEMBERS ARE  
INVITED TO THE NEW  
CDO COMMUNITIES.

## New Registration Regulation Affects All Dietitians in Ontario

The College's new *Registration Regulation* (O. Reg.72/12), is now in effect and has an immediate impact on dietetic practice in Ontario. Read about the important changes you need to know. p. 3-6

## Register Online Now! CDO 2012 WORKSHOP

Evidence-Based Practice:  
What are Your Professional Obligations?

*Schedule Back Cover*

## Special Announcement

### Recognition of Canadian and Australian Dietitians for Registration

p. 10

# "Governing oneself precedes governing others"

John Carver<sup>1</sup>



Lesia Kicak, RD  
Past President  
June 2010-June 20, 2012



Elizabeth Wilfert  
President, from June 20, 2012

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.

As President of the College for the last two years, I can reflect on Council's governance role and how it continues to evolve and strengthen. I have observed that self-monitoring and continuing improvement are integral parts of the College's culture, beginning with Council evaluating its own performance to better regulate the profession and govern the College.

An integral part of Council self-monitoring is learning. On-going governance education continuously helps Council members understand their moral obligation to govern in a way that builds public trust and enhances the knowledge and skills they need for oversight of College activities.

With a view to continuing improvement, Council recently reviewed its governance processes to determine whether its oversight tools were sufficiently robust to assess and manage potential risks in areas such as finances, reputation and relationships. Although Council determined that the governance tools in place were indeed many and effective, still, some improvements were made. For example, Council has always reviewed the auditor's report and general finances of the College, but this year, it strengthened its oversight function by forming an audit committee. This committee can now dialogue directly with the auditor about audit report findings and have a way to explore future continuous improvements in managing any potential risk.

Also, with the creation of the new *CDO Strategic Plan 2011-2015*, Council improved the format of its meeting agenda to create a more conscious focus on strategic issues and the critical governance functions of oversight, policy, and governance evaluation. The new format ensures that Council actions are focused on policy and monitoring progress towards achieving the new strategic goals.

I have found it rewarding to learn and participate in the evolution of Council over the last two years in my role as President. Handing the presidency over to newly elected President, Elizabeth Wilfert, I am confident that Council will continue to accomplish great work in their governance role as they continue to strengthen and evolve as a team.

It has been an honour and a privilege to be President of CDO and I thank Council and CDO staff for all their support and hard work. I welcome Elizabeth to her new role as President.

Lesia Kicak, RD

1. John Carver, *Boards That Make a Difference: A New Design for Leadership in Nonprofit and Public Organizations*, Third Edition. John Wiley & Sons, Inc., San Francisco: 2006.

# Important Changes You Need to Know



Mary Lou Gignac, MPA  
Registrar & ED

The College is excited about the impact that the new regulation will have in reducing barriers for entry to the profession, while still ensuring public protection, and better enabling the College to assess members' continuing competence and suitability to practice.

This edition of *résumé* is devoted to the College's new Registration Regulation now in effect. Take the time to read the material and consider how this new regulation affects you and others around you. There are some important changes RDs need to know. While, most of the provisions in the regulation relate to qualifications for registration as an RD in Ontario, a few changes affect all RDs.

- RDs who have practiced fewer than 500 hours in three years will be referred to the Quality Assurance Committee for an assessment of continued competence to practice dietetics or for consideration of other appropriate actions that would ensure safe, ethical and competent dietetic practice.
- It is now the law that all RDs must use their professional designation, "Registered Dietitian" or the abbreviation "RD", when practicing dietetics.
- Suspensions for non-payment of fees are now 6 months in length instead of 12.
- Former members may apply for the reinstatement of their certificate of registration within two years of it being revoked without necessarily meeting all of the qualifications required for a new application. For example, a member may not have to provide proof of graduation from an accredited education programs. This type of reinstatement applies only to former members whose certificates were revoked for the following reasons: 1) non-payment of fees; 2) not having professional liability insurance; or 3) not providing information required under the by-laws.

See the table *Impact of New Registration Regulation*, pages 4-6.

## THANK YOU

This new Registration Regulation is the product of over five years of policy development, consultation, documentation and meticulous drafting with Ministry of Health and Long-Term Care, with the Ministry of the Attorney General behind them. I would like to acknowledge and thank all of the RDs who commented on various aspects of the proposed regulation and the Registration Committee members who developed the foundational policies. A special thanks is extended to Carolyn Lordon RD, Registration Program Manager, who capably managed the process.

As always, College staff is pleased to hear from RDs who have questions or wish to make comments.

# IMPACT OF THE NEW REGISTRATION REGULATION

## IMPACT OF NEW REGISTRATION REGULATION ON GENERAL/TEMPORARY MEMBERS AND APPLICANTS

CHANGE TO REGULATION	IMPACT ON GENERAL MEMBERS	IMPACT ON TEMPORARY MEMBERS AND APPLICANTS	PUBLIC PROTECTION
<p><b>USE OF RD TITLE</b></p> <p>The new regulation requires all members to use the RD title in reference to their dietetic practice.</p>	<p>All members must ensure that they are clearly identified as a member of the College during the course of practising dietetics by using the title of “Registered Dietitian” or the designation of “RD”, or the French equivalent, “diététiste professionnel(le)” and “Dt.P.”</p>	<p>All members, including temporary, must ensure that they are clearly identified as a member of the College during the course of practising dietetics by using the title of “Registered Dietitian” or the designation of “RD”, or the French equivalent, “diététiste professionnel(le)” and “Dt.P.”</p>	<p>Ensures that the public is informed that they are receiving services from a dietitian and, as such, a member of a regulated health profession. This protects their right to access the services of the College of Dietitians of Ontario.</p>
<p><b>EXTENSION OF THE TEMPORARY CERTIFICATE</b></p> <p>Authorizes the extension of a temporary certificate of registration for members who fail the <i>Canadian Dietetic Registration Exam</i> (CDRE) on their first attempt, on the condition that they are supervised by an RD in a way acceptable to the College.</p>	<p>RDs may be asked to supervise a Temporary member who has failed the CDRE on their first attempt.</p>	<p>A member who holds a Temporary Certificate of Registration who has failed the exam once may be permitted to continue to practice dietetics as long as they received supervision.</p> <p>Working under supervision would not be a right and would be subject to having an employer who could convene and agree to the supervisory arrangements. The supervised practice will often assist the member to become more competent and confident thereby assisting them to be successful on the second writing of the exam.</p>	<p>Public protection is maintained by ensuring effective supervision of a temporary member who has failed the CDRE on the first attempt.</p> <p>Enabling supervised practice prevents disruption in service for clients and employers.</p>
<p><b>GOOD CHARACTER/GOOD CONDUCT</b></p> <p>The new regulation clarifies what information will be used to assess an applicant or member’s suitability to practice dietetics.</p>	<p>Additional declaration questions will be included in the annual renewal form asking members to disclose information about findings of guilt for related offences or charges, or other information about physical or psychological conditions that may impact their ability to practise safely.</p> <p>The new provisions protect members from unwarranted intrusion into their privacy by providing full transparency about the areas into which the College may enquire.</p>	<p>Additional questions will be added to the application form asking applicants to disclose information about findings of guilt for related offences or charges, or other information about physical or psychological conditions that may impact their ability to practise safely.</p> <p>These new provisions protect applicants from unwarranted intrusion into their privacy by providing full transparency about the areas into which the College may enquire.</p>	<p>Enables the College to collect information that is relevant to the assessment of past conduct, and whether it gives rise to question the member’s or applicant’s suitability to practice dietetics, in a way that will protect clients from unethical and improper conduct.</p>

## IMPACT OF NEW REGISTRATION REGULATION ON GENERAL MEMBERS

CHANGE TO REGULATION	IMPACT ON GENERAL MEMBERS	PUBLIC PROTECTION
<p><b>HOURS OF PRACTICE</b></p> <p>The new regulation requires that members who have practised fewer than 500 hours in the previous three years be referred to the Quality Assurance Committee for review of their continuing competence activities.</p>	<p>Members will be required to declare their practise hours each year on their renewal form.</p> <p>Members who fall below 500 hours in the previous three years will be asked for information about their dietetic practice and learning activities. This information will enable the Quality Assurance Committee to assess what the member has done to maintain competence to practice.</p>	<p>Ensures the ongoing competence of members who retain their membership even though they no longer practise the profession or practise in a very limited way.</p> <p>Protects the public by enabling the College to place terms, conditions and limitations on certificates of registration unless the RDs have demonstrated activities that would maintain competence to practice in an unrestricted way.</p>
<p><b>LIMIT ON THE PERIOD FOR SUSPENSION</b></p> <p>The new regulation limits the amount of time that a certificate can be suspended, by automatically revoking the certificate if the reason for the suspension is not corrected within a specific time-frame.</p>	<p>A member's Certificate of Registration that has been suspended will be automatically revoked if the reason for the suspension is not corrected:</p> <ul style="list-style-type: none"> <li>• After 6 months when the suspension is for non-payment of fees (most members who do not pay their annual fees do so to express their intention to resign)</li> <li>• After 12 months for not having liability insurance or not providing information requested by the College.</li> </ul>	<p>As suspensions create some ambiguity, limiting the period of suspension serves the public interest by reducing the length of time during which there is a risk that an RD might practice while under suspension.</p>
<p><b>REINSTATEMENT</b></p> <p>For a limited period of time, authorizes the Registrar to reinstate a certificate of registration that has been revoked even if the former member no longer meets the registration requirements in place at the time of the application for reinstatement.</p>	<p>This provision reduces the barriers to return to practice if a member changes their mind after their Certificate of Registration has been automatically revoked. The member may apply for reinstatement within 2 years, rather than having to make a new application and qualify based on all of the standards in place at time of the new application (including demonstration of continued competence).</p> <p>This provision does not exempt the former member from having to write the <i>Canadian Dietetic Registration Exam</i>, if they have not already done so, but would allow them to be reinstated even if the standards for entry-level education and practical training have changed since the member completed their education and training.</p>	<p>As this provision reduces barriers to registration, the public is served by potentially having greater access to RDs in Ontario.</p> <p>The public is assured of competent dietitians as the time for reinstatement is limited to two years, after which a new application is required as well as an assessment of continued competence.</p>

## IMPACT OF NEW REGISTRATION REGULATION ON APPLICANTS

CHANGE TO REGULATION	IMPACT ON APPLICANTS	PUBLIC PROTECTION
<p><b>PROVISIONAL CLASS</b></p> <p>The new provisional certificate of registration is for applicants who have demonstrated competence in all areas of practice but one. This will enable them to practice in areas where they have demonstrated competence while completing the additional courses and/or practical training needed to become competent in the one remaining area of practice to qualify for a certificate of registration.</p>	<p>An applicant may be offered a provisional certificate of registration authorizing them to practise in areas of demonstrated competence while they complete additional courses and/or training required for registration.</p> <p>The courses or training must be completed within 18 months and are limited to one of the following areas of dietetic practice: Food Services, Population Health/Health Promotion, or Nutrition Care.</p>	<p>This provision extends the public's access to dietitians by enabling members to practice in areas of demonstrated competence.</p> <p>Public protection is ensured by limiting the member's practice to only those areas where competence has been demonstrated (e.g. the member may only practice in a clinical or population health setting, while completing courses and practical training in food services).</p>
<p><b>ENABLING PRIOR LEARNING ASSESSMENT AND RECOGNITION (PLAR)</b></p> <p>Provides alternative means for assessing equivalent outcomes of an applicant's education, training and experience.</p>	<p>Applicants will be able to demonstrate that they have achieved the competencies (knowledge, skill and judgment) to practice through assessment mechanisms other than the production of education documents.</p>	<p>Improves the public's access to dietitians by reducing barriers to registration for applicants who demonstrate that they are qualified to practice dietetics.</p>
<p><b>THIRD PARTY ASSESSMENTS</b></p> <p>The new provisions authorize the College to use a third party for academic and practical training assessments and PLAR assessments</p>	<p>A third party may be able to provide more timely and expert assessments, thereby improving the waiting time for applicants and/or the objectivity of the assessments.</p>	<p>Public protection would be maintained through explicitly stated qualifications and standards controlled by the College.</p>
<p><b>LABOUR MOBILITY</b></p> <p>The regulation includes provisions related to how the College assesses applications from people who are already registered to practise in another Canadian province. These changes have already been in practice since 2009, as they are required by the <i>Ontario Labour Mobility Act</i>.</p>	<p>Previously, CDO assessed the continuing competence activities of applicants from provinces where the quality assurance requirements did not meet national standards. Also, applicants from Quebec were required to write the Canadian Dietetic Registration Examination (CDRE). Under the new labour mobility provisions, any applicant who is registered to practise as a dietitian in another Canadian Province is automatically deemed eligible for an equivalent certificate with the College of Dietitians of Ontario (i.e. general, temporary, or provisional).</p> <p>Applicants who are registered in Quebec are not required to write the CDRE and applicants registered in any other province cannot have their continuing competence activities assessed.</p>	<p>These provisions extend the public's access to dietitians by reducing the time it takes for dietitians who are practising safely in one province to move and begin practice in another province. Public protection is ensured by enabling the College to impose the terms, conditions and limitations on a member's certificate which were already in place in another province.</p>



## New Obligation – Using the RD Title in Your Practice

Carolyn Lordon RD  
Registration Program Manager

The new registration regulation now requires members to identify themselves by their professional designation, “Registered Dietitian” or “RD”, when practising dietetics. The reasons for this new obligation are:

- 1. To promote client-centred care:** It shows respect for your clients to let them know who you are – both by name and by profession. Your professional designation informs them about your qualifications to provide dietetic services.
- 2. To preserve the client’s rights:** Your clients have the right to make inquiries or complaints to the College about information and services they receive. Their ability to exercise this right depends on them knowing that the person providing services and information is a member of a regulated profession, specifically a member of the College of Dietitians of Ontario.

In *résumé*, Winter 2011, “[RD Identification: Help Your Clients Know Who You Are](#)”, we stressed the importance

of clients knowing your name and that you are a Registered Dietitian. The *Professional Misconduct Regulation* already provides that members must practise using the same name that appears in the *College Register of Dietitians*.

Dietitians in Ontario must now include reference to being a “Registered Dietitian”. At a minimum, all must use the initials “RD” next to their name whenever they are practising dietetics, and also have “Registered Dietitian” or “RD” on the following:

- Work name tag
- Client’s health records
- Business cards
- Letterhead and email signatures
- Websites
- Media and print material dealing with nutrition information and advice
- References in reports and articles on dietetics related topics

## Changes to the Annual Renewal Form

As part of the College’s commitment to continuous quality improvement, you will notice several changes and enhancements to this year’s annual renewal form.

### ADDITIONAL DECLARATION QUESTIONS

As a result of the new registration regulation, RDs will be asked to make additional declarations at the end of their annual renewal form. Members will be required to disclose any charges or findings of guilt in civil or criminal proceedings and other information that might bring into question their suitability to practice of dietetics safely and ethically.

### PROVIDING PROOF OF LIABILITY INSURANCE

For the first time last year, 20% of members were randomly selected to provide proof of liability insurance coverage, in keeping with College By-Law #5. They gave valuable feedback, which has been incorporated in to this year’s processes:

- Notice of random selection to provide proof of liability insurance will be included with the renewal notice rather than in a separate letter.
- The online renewal form will include a reminder to members who have been randomly selected and will show whether the proof of insurance has been received by the College.

# Supervision of Members Who Have Failed the Registration Examination

Previously, members who failed the *Canadian Dietetic Registration Examination* (CDRE) had their Temporary Certificate of Registration cancelled immediately. The new registration regulation permits the Registrar & ED to extend a temporary certificate on the condition that the temporary member practices under the supervision of an RD who holds a General Certificate of Registration. The condition will appear in the online *Register of Dietitians*.

## Why was this change made to the registration regulation?

Some organizational policies restrict hiring for certain positions to dietitians who hold a General Certificate of Registration. In organizations without this type of restriction, employers often contact the College looking for ways to continue to employ someone who has failed the exam and lost their temporary RD status. The College has supported continued employment for applicants who have failed the exam, as long as they do not use the RD title and the employer provides appropriate supervision and support to ensure that the public is not at risk. Many applicants have reported that being able to continue working after failing the exam on their first attempt was a significant factor in their success on their second attempt.

Among other Ontario regulatory colleges, it is not uncommon for professionals to be permitted to work under supervision while preparing to write their registration examination another time. It is the supervision of the applicant that ensures public protection.

## Am I required to provide supervision for someone who has failed the CDRE?

No, RDs are not required to provide supervision for someone who has failed the exam.

However, in the College's experience, many employers are willing to continue to employ someone who has failed the exam on the first attempt. Given that the member's temporary certificate cannot be extended without supervision by a general member of the College, it is completely at the discretion of the employer to arrange it.

While the College would not require an RD to accept this responsibility, it is well within your employer's rights to assign this type of function to you. Please also keep in mind that part of the professional culture of dietetics is supporting the training and education of future members of the profession. (<http://www.cdo.on.ca/en/pdf/publications/CodeOfEthics.pdf>)

## Will supervising a temporary member be similar to supervising a dietetic intern or practicum student?

Supervising a temporary member who has failed the exam is different from supervising a dietetic intern or practicum student.

**The internship** is designed to provide the student the opportunity to develop and demonstrate all of the entry-level competencies. This supervision serves the purpose of both instruction and evaluation.

**A temporary member has demonstrated entry level competencies** (during practical training) and will have been practising independently while waiting for the results of the CDRE, presumably to the satisfaction of their employer. Failing the CDRE most likely means that the applicant has not demonstrated full competence in all areas of practice. It is also possible that there were other reasons why the member failed the exam. Supervision is about ensuring the safety of the member's practice by identifying specific areas of risk or weakness and providing the necessary feedback, guidance and mentoring.

## Does the supervision need to be direct/face-to-face?

In the initial phase, face-to-face supervision may be necessary to evaluate the temporary member's strengths and weaknesses. Afterwards, other means of communication may be arranged, such as, phone, email, Skype, or video conference (e.g., Telemedicine). It is important, however, to have access to appropriate records for review, for example, in a clinical setting, the medical record, and in other settings, documents that would represent the product of the member's work.



## What is expected from an RD who supervises a temporary member who has failed the exam?

The supervision ensures public safety. However, it will vary depending on the area of practice and the strengths and limitations of the temporary member. The employer and/or supervising RD will submit a supervision plan to the Registrar & ED addressing four key components (see graph below):

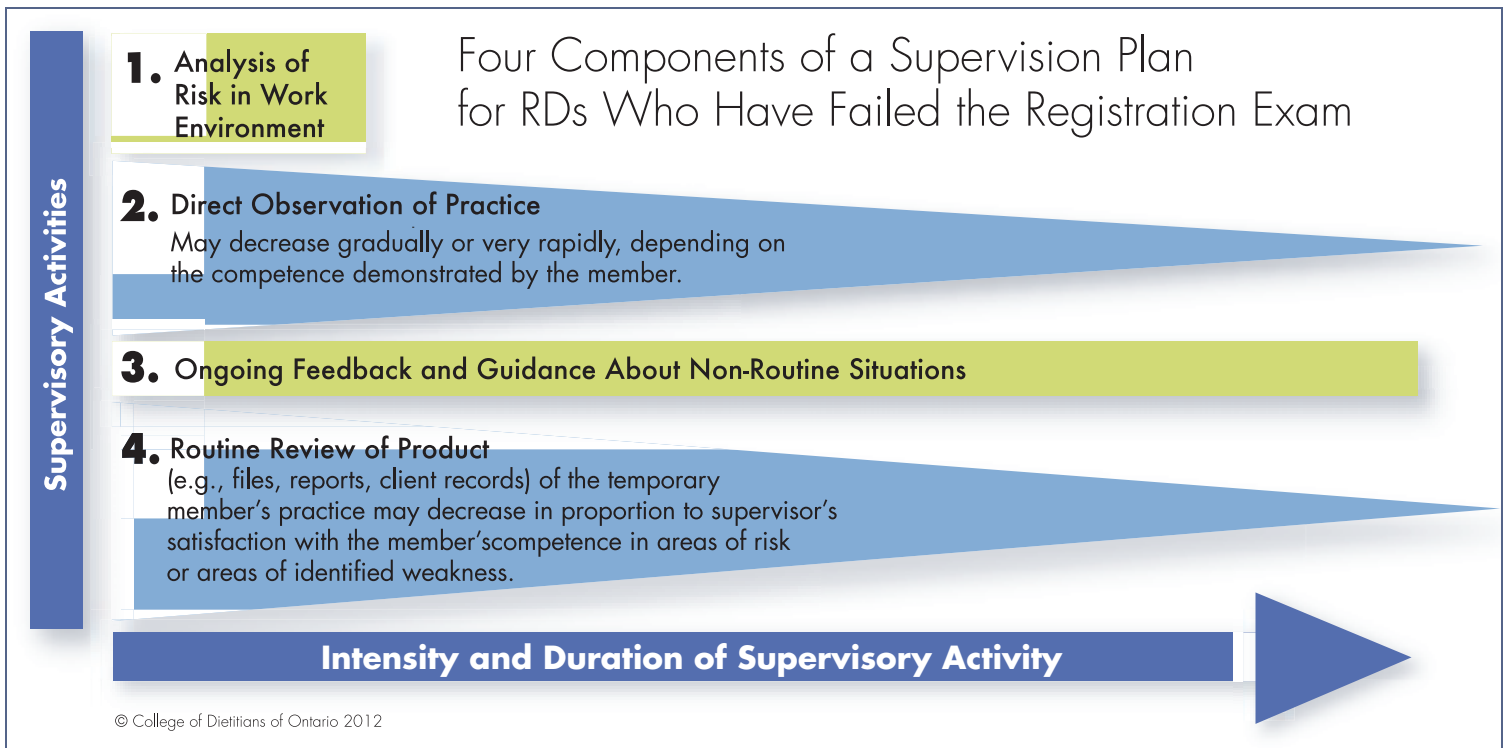
1. **Analysis of Risk** – the supervisor and/or employer will do an analysis of the work setting and identify the activities that the temporary member will be responsible for that pose the greatest risk to the public if not performed competently. This analysis will help guide the planning of the supervisory arrangement.
2. **Direct Observation** – The supervision activity will be more intense at the beginning to enable the supervisor to:
  - a. assess the temporary member's strengths and weakness to ensure that oversight activities focus on areas where the member still needs development.
  - b. develop a plan that addresses the appropriate areas of the temporary member's practice, e.g.:
    - i. identifying resources for the temporary member to help address the areas of weakness.

- ii. focusing oversight and assessment activities in the areas where the member still struggles or requires guidance.

The direct supervision will decrease as the supervisor becomes confident in the skills and abilities of the temporary member, for example, it may progress from daily to weekly supervision or once every 10 days.

3. **Ongoing Access for Mentoring.** The supervisor is available for the temporary member to contact if they encounter non-routine situations where they need guidance.
4. **Routine Review of the Product of the temporary member's practice (e.g., files, reports, client records).** Depending on the area of practice and the higher risk activities that have been identified, the supervisor may randomly review the work that has been done by the member and provide feedback and guidance where appropriate.

The frequency of review will depend on the needs of the temporary member. You should expect that your supervision will decrease as your satisfaction with their competence increases.



## What happens to RDs who practice fewer than 500 hours over three years?

The new Registration Regulation requires that every member of the College holding a certificate of registration must practice for at least 500 hours in the preceding three years to maintain their certificate of registration. The purpose of this regulation is to make sure that members holding a certificate of registration are competent to practice. The law reads:

5. (1) By the end of the third year following the issuance of a certificate of registration and in every subsequent year, every member shall provide evidence satisfactory to the Registrar that the member has practised dietetics for at least 500 hours during the preceding three years.
- (2) The Registrar shall refer any member who does not meet the requirement set out in subsection (1) to the Quality Assurance Committee.

### HOW WILL THE RDS WITH FEWER THAN 500 HOURS OF PRACTICE BE IDENTIFIED?

They will be identified through the renewal process. RDs will be required to report the hours they have worked in the past year on their renewal form. The database will keep track of the hours reported in the last three years. The RDs with less than 500 hours of practice in the last

three years will be identified and referred to the QA committee.

Dietitians will also be asked to report on the activities they have undertaken to maintain their competence. The activities can be professional practice, volunteer and continuous learning activities as long as they relate to dietetics.

### WHAT WILL HAPPEN TO THE RDS WHO ARE REFERRED TO THE QUALITY ASSURANCE COMMITTEE FOR HAVING PRACTICED LESS THAN 500 HOURS IN THE PAST THREE YEARS?

They will be assessed to determine whether they have maintained the knowledge and skills necessary to practice dietetics safely and competently. The assessment must reasonably determine whether an RD is competent to practice dietetics or not.

To make this determination, the quality assurance assessment will consider practice hours, professional development and all volunteer activities related to dietetics. Terms, conditions and limitations will be placed on certificates of registration of RDs with fewer than 500 of practice unless they can demonstrate that they can offer competent and safe dietetic services.

## Special Announcement

### Recognition of Canadian and Australian Dietitians for Registration

CDO is pleased to announce that 9 of the 10 Canadian dietetic regulatory bodies have signed a recognition agreement with the *Dietetic Association of Australia*. This enables mobility of RDs between the two countries.

*Accredited Professional Dietitians* (APD) from Australia can obtain a Temporary Certificate of Registration and write the

*Canadian Dietetic Registration Examination* without having an education equivalency assessment. Canadian RDs can also write the Australian professional exam and become an APD without having an education equivalency assessment.

For more information, please contact Mary Lou Gignac, Registrar & ED.

# College members are invited to the new CDO Communities.



## What is this?

Carole Chatalsingh RD, *Practice Advisor & Policy Analyst* for the College, is launching a new professional practice community for members in September 2012. Carole will post a regular blog on the community about a practice issue which affects dietetic practice. The purpose of the blog is to help the College and RDs learn together and help each other by sharing their professional knowledge and experiences.

The conversation will begin with interprofessional care and its impact on dietetic practice.

### WHY PARTICIPATE?

- Connect with your RD community and the College.
- Share your experiences and knowledge with others.
- Comment on regulatory issues affecting your practice.
- Learn from your colleagues across the province.
- Ask questions and get answers from your colleagues.

### THE LAUNCH IS AUGUST 23, 2012

You will receive an email invitation with further instructions about the CDO Communities on August 23. Look for it in your email.

# Certificates of Registration

## GENERAL CERTIFICATES OF REGISTRATION

Congratulations to all of our new dietitians registered from May 9 to July 9, 2012.

Name	Reg. ID	Date	Name	Reg. ID	Date
Sara Awija RD	12605	09/07/2012	Stephanie Kirsic RD	12546	21/06/2012
AnnieBeaulé Destroismaisons	12634	28/06/2012	Carolyn Laidley RD	12673	11/06/2012
Jedidjah Blom RD	11867	06/07/2012	Kristy Lalonde RD	12573	20/06/2012
Heidi Boilard RD	12523	19/06/2012	Wendy Madarasz RD	12521	29/06/2012
Sarah Chaisson RD	12582	21/06/2012	Roshan Mathew RD	12568	25/06/2012
Hiu TungChan RD	12519	09/07/2012	Andréa McCarthy RD	12514	06/07/2012
Debbie Clarke-Grant RD	12220	06/07/2012	Joan Nieman-Agapas RD	11857	19/06/2012
Bonnie Cohen RD	3466	29/06/2012	Jennifer Ong Tone RD	12659	11/05/2012
Danielle Crutchley RD	12558	26/06/2012	Alexandra Picard-Sicui RD	12554	20/06/2012
Laura Davis RD	12580	25/06/2012	Tatiana Pyper RD	12306	26/06/2012
Mita Dutta RD	12625	06/07/2012	Maya Robillard Purcell RD	12520	06/07/2012
Andrea Falcone RD	12503	19/06/2012	Krista Robinson RD	12404	21/06/2012
Jabeen Fyazi RD	11689	21/06/2012	Nital Sheth RD	11044	25/06/2012
Andrea Veronica Golob RD	12617	07/06/2012	Robert Smith RD	12603	22/06/2012
Suzanne Hajto RD	11036	20/06/2012	Michele Szeto RD	12633	28/06/2012
Elis Halenko RD	12557	27/06/2012	Erika Vander Wielen RD	12595	19/06/2012
Jenny Harrison RD	12526	05/07/2012	Melinda Vanderheide RD	12599	19/06/2012
Ana Julia Henderson RD	4109	03/07/2012	Ruchika Wadhwa RD	12031	25/06/2012
Claire Johnson RD	12666	22/05/2012	Jing Xiao RD	12632	09/07/2012
Kelsey Kennedy RD	12684	09/07/2012	Maryam Zandbiglari RD	12541	29/06/2012

## TEMPORARY CERTIFICATES OF REGISTRATION

Trudy-Ann Breckenridge RD	12680	27/06/2012	Courtney-Brooke Laurie RD	12671	27/06/2012
Jessica Corner RD	12676	28/06/2012	Gemma Fe Laxina RD	12033	18/06/2012
Kelly Coyne RD	12703	09/07/2012	Tanya Lewis RD	12677	13/06/2012
Lisa Dietrich RD	12670	27/06/2012	Kwan Yu Li RD	12688	27/06/2012
Jessica Donaldson RD	12675	28/06/2012	Ashley Motran RD	12695	09/07/2012
Abbey Fitzpatrick RD	12687	06/07/2012	Azadeh Nadimpour RD	11717	15/05/2012
lyndsay Glazier RD	12679	19/06/2012	Emily Opperman RD	12698	28/06/2012
Amanda Good RD	12678	14/06/2012	Andrea Pelle RD	12663	25/06/2012
Erin Harlton RD	12650	08/06/2012	Jillian Prescott RD	12699	28/06/2012
Laura James RD	12667	18/05/2012	Kayla Robinson RD	12683	28/06/2012
Nisha Joshi RD	12669	25/05/2012	Katherine Schwenger RD	12685	06/07/2012
Lee Kapuscinski RD	12715	06/07/2012	Noura Sheikhalzoor RD	12246	22/06/2012
Sonia Khurmi RD	12183	13/06/2012	Julie Stachiw RD	12674	08/06/2012
Tara Koyama RD	12691	06/07/2012	Ryan Stallard RD	12672	05/06/2012
Lisa Man Ting Lau RD	12662	10/05/2012			

## RESIGNATIONS

Denika Andrews	11369	20/06/2012
Diana Margaret Chard	12206	13/06/2012
Josée Landry	12567	19/06/2012
Kathryn Zimmer	1559	14/06/2012

## RETIRED

Elizabeth Gordon	1732	06/07/2012
Gail Nowickyj	2145	01/06/2012
Barbara Pickworth	2316	19/06/2012

## PROFESSIONAL CORPORATION

Caspian Gholami Professional Corporation	12664	14/05/2012
--	-------	------------

# Council Meeting Highlights

June 23 & 24, 2012

## EXECUTIVE COMMITTEE

Elizabeth Wilfert, President  
Lesia Kicak RD, Vice-President  
Third Officer  
Barbara Major-McEwan RD

## COUNCIL MEMBERS

### Professional Members

Cynthia Colapinto RD  
Lesia Kicak RD  
Susan Knowles RD  
Barbara Major-McEwan RD  
Erica Sus RD  
Deion Weir RD  
Krista Witherspoon RD  
Erin Woodbeck RD

### Public Appointees

Edith Brown  
Francis Omoruyi  
Elsie Petch  
Jeannine Roy-Poirier, Ph.D.  
Carole Wardell  
Elizabeth Wilfert

## RDS APPOINTED TO COMMITTEES

Susan Campisi RD  
Edith Chesser RD  
Angela Clark RD  
Claire Cronier RD  
Dianne Gaffney RD  
Laurel Hoard RD  
Susan Hui RD  
Julie Kuorikoski RD  
Léna Laberge RD  
Grace Lee RD  
Kerri Loney RD  
Jill Pikul RD  
Diane Shrott RD  
Marie Traynor RD

## COUNCIL ELECTIONS & COMMITTEE COMPOSITIONS

Council acclaimed Elizabeth Wilfert, Public Appointee, as President of the College. Lesia Kicak, RD, was acclaimed as Vice-President, and Barbara Major-McEwan, RD, was acclaimed for the position of third officer on the Executive Committee. The slate of committee members was also approved for 2012/13 (see [www.cdo.on.ca](http://www.cdo.on.ca) > .

Three new appointments were made to the following committees:

- Registration Committee: Diane Shrott, RD, and Marie Traynor, RD.
- Legislative Issues: Dianne Gaffney, RD.

The professional members reappointed to their committee for a second term were:

- Registration Committee: Jill Pikul RD
- Quality Assurance Committee: Grace Lee RD and Julie Kuorikoski RD
- Inquiries, Complaints & Reports Committee: Edith Chesser RD and Léna Laberge RD:

## PROPOSED FEES BY-LAW APPROVED IN PRINCIPLE

Council approved, in principal, the following changes to the College *By-Law No. 2: Fees*, which are required as a result of changes to the *Registration Regulation*:

- addition of a \$500 fee for a new provisional certificate;
- addition of a \$500 fee for an extended temporary certificate;
- revision of numbering to reflect the numbering that appears in the new regulation; and
- clarification of circumstances under which the Registrar is permitted to waive or refund fees.

The proposed by-law will be circulated to members and other stakeholders for at least sixty days for comment.

## COUNCIL MEETING DATES 2012/2013

### 2012

September 27, 2012  
November 28 & 29, 2012

### 2013

January 30 & 31  
March 28  
June 19 & 20

### Annual General Meeting

June 19, 2013

## Thank You to Outgoing Council Members

We offer heartfelt thanks and appreciation for the hard work, commitment, and insight that these dedicated members have brought to Council and committee work in the interest of the public. We wish them well in their future endeavours.



### **TERRI KOIVULA RD — DISTRICT 5**

Terry returned to the College as a Council Member (2007-2012), having previously served as a Non-Council Member (1994-2000). We have appreciated Terri's competence and wisdom on Council, and as Vice-President and member of the Executive Committee from June 2010-June 2012. Terri has also led as Chair of the Inquiries, Complaints and Reports Committee and has been a member of the Legislative Issues, Patient Relations, Discipline and Fitness to Practice Committees.



### **FRANCIS OMORUYI, PUBLIC APPOINTEE**

Mr Omoruyi has brought thoughtful insight to his work on Council and also as a member of several committees during his eight-year tenure as a public appointee, from 2004-2012. He was Chair of the Discipline and Fitness to Practice Committees and also served on the Registration, Quality Assurance and Patient Relations Committees. We wish Mr. Omoruyi well in all his future endeavours.



### **NANCY POLSINELLI RD — DISTRICT 7**

During her term on Council (2009-12), Nancy has been an energetic contributor to Council and to the Patient Relations, Registration, Discipline and Fitness to Practice Committees.

## Welcome New Council Members



### **ERICA SUS RD COUNCIL MEMBER — DISTRICT 5**

Congratulations to Erica Sus, who was re-elected for a second term on Council. Erica is a graduate of the University of Manitoba and completed the internship program at Health Sciences Centre in Winnipeg, Manitoba. As well as working on Council, Erica is also active on the Inquiries, Complaints and Reports Committee and the Quality Assurance Committee.

### **ERIN WOODBECK RD COUNCIL MEMBER — DISTRICT 6**

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 for the past 10 years and is currently working in Surgical Services at Thunder Bay Regional Health Sciences Centre. She is an active member of the Northern Ontario Dietetic Internship Program and also provides nutrition lectures for the Clinical Clerks of the Northern Ontario School of Medicine.



### **KRISTA WITHERSPOON RD COUNCIL MEMBER — DISTRICT 7**

For the past three years, Krista has served the College as a committee member on the Quality Assurance, Registration and Legislative Issues Committees. Krista graduated with a Bachelor of Applied Science from the University of Guelph and completed her dietetic internship at Kingston General Hospital. She has been employed at Lakeridge Health since 1991 in a variety of clinical settings across the sites. She currently combines her patient care responsibilities with an administrative Charge Dietitian role for the Inpatient Group at Lakeridge. It is a pleasure to welcome her as a newly elected Council member.

## Congratulations to the RDs Newly Appointed to Committees



**DIANNE GAFFNEY RD**  
**LEGISLATIVE ISSUES COMMITTEE**

Dianne has held a variety of clinical and managerial positions, including *Director of Clinical Nutrition and Research* at the

London Regional Cancer Centre, and more recently as *Manager of Clinical Nutrition Practice and Dietetic Internship Director* at London Health Sciences Centre. She is an Adjunct Professor in the Dept. of Food and Nutrition Sciences, Brescia University College, University of Western Ontario. In her current position as *Corporate Lead, Professional Practice* for the Huron Perth Healthcare Alliance, she provides guidance and support with respect to regulatory issues for all regulated health professionals in her organization. Her previous committee experience includes work on the *Steering Committee for the Ontario Task Force on Dietetic Education* and the *Controlled Acts Steering Committee* (CDO and DC). Recently, she served on an Ontario Hospital Association advisory group on *Criteria for Regulation of a New Health Profession under the RHPA*.



**DIANE SHROTT RD**  
**REGISTRATION COMMITTEE**

Diane started working at Toronto Public Health (TPH) in 1984 and has worked in the Healthiest Babies Possible (HBP)

program since joining the division. In 2000, she became the manager of the program and since has worked extensively with nutrition students, (completing either a dietetic internship, the IDDP program or a masters of community nutrition program) and entry level dietitians. She was a team member recipient of the *2008 Public Sector Quality Assurance Award*, the TPH lead for the *OPHS Reproductive Health Guidance* document, the public health representative for the development of the *CDO Jurisprudence Handbook for Dietitians*, and a Stage 1 and Stage 2 Quality Assurance Practice Assessor for three years with CDO. Diane is an active member of the *Toronto Public Health Dietetic Practice Council*.



**MARIE TRAYNOR RD**  
**REGISTRATION COMMITTEE**

Marie has been a Registered Dietitian in Ontario since 1994, and has since worked in community and public health nutrition.

Marie enjoys inquiry and sharing results through clear language communication. Through her work in the *Pan-Canadian Task Force for Public Health Nutrition*, *Dietetic Educators Leadership Forum of Ontario*, and five years as internship coordinator for the Southeastern Ontario Dietetic Internship Program, she has gained valuable insight into the issues regarding qualifications, competencies, the evaluation of experience and training, and investigation into alternative plans for progress.

## Congratulations to RDs Reappointed to Committees

### Registration Committee

Jill Pikul RD

### Quality Assurance Committee

Grace Lee RD

Julie Kuorikoski RD

### Inquiries, Complaints & Reports Committee

Edith Chesser RD

Léna Laberge RD

## Thank You and Farewell

### ALICIA GARCIA RD - REGISTRATION COMMITTEE

Outgoing appointed committee member, Alicia Garcia RD, has completed her two year mandate on the Registration Committee. We thank her for her contribution to the Registration Committee and wish her well in all her future endeavours.

## Fall 2012 CDO Workshop

### Evidence-Based Practice: What are your Professional Obligations?

The 2012 CDO workshop series will focus on interpreting the professional obligations for evidence-based practice to provide effective, safe, quality client-centred services. Small group sessions will focus on an RD's regulatory obligations, the challenges and successes that RDs experience when implementing evidence-based collaborative practice for client-centred services within all areas of dietetic practice.



### Register Online

Login to your Member Home Page and scroll down to Events on the left.

<b>Barrie</b>	<b>September 17, 1-4pm</b>	<b>Oakville</b>	<b>November 14, 1-4pm</b>
<b>Belleville</b>	<b>November 5, 1-4pm</b>	<b>Oshawa</b>	<b>October 2, 1-4pm</b>
<b>Brampton</b>	<b>November 19, 1-4pm</b>	<b>Ottawa</b>	<b>October 3, 1-4pm</b>
<b>Dryden</b>	<b>September 25, 1-4pm</b>	<b>Owen Sound</b>	<b>October 10, 1:30-4pm</b>
<b>Guelph</b>	<b>October 24, 1-4pm</b>	<b>Peterborough</b>	<b>November 6, 1-4pm</b>
<b>Hamilton</b>	<b>October 23, 1-4pm</b>	<b>Sault Ste. Marie</b>	<b>September 14, 1-4pm</b>
<b>Kingston</b>	<b>November 7, 1-4pm</b>	<b>Scarborough</b>	<b>October 26, 1-4pm</b>
<b>Kitchener</b>	<b>September 19, 1-4pm</b>	<b>Sudbury</b>	<b>October 18, 1-4pm (with video conference option)</b>
<b>London</b>	<b>October 25, 12-1pm (brown bag) 1-4pm (workshop)</b>	<b>Sunnybrook</b>	<b>October 11, 1-4pm</b>
<b>Mississauga</b>	<b>October 4, 1-4 pm</b>	<b>Thunder Bay</b>	<b>September 26, 1-4pm</b>
<b>Niagara</b>	<b>November 2, 1-4 pm</b>	<b>Toronto - St. Michael's</b>	<b>October 29, 9am to noon</b>
<b>North Bay</b>	<b>October 30, 1-4 pm</b>	<b>Toronto - Downtown</b>	<b>September 12, 1-4 pm</b>
<b>North York General Hospital</b>	<b>November 20, 1-4 pm</b>	<b>Windsor</b>	<b>September 20, 5-9pm</b>