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Competency Assessment Model (CAM) Project

Thank you to all CDBC registrants who took the time to participate in the national regulators' (the Alliance) CAM project validation survey. This survey will result in general competencies, with corresponding indicators, that are essential for dietitians entering practice. The updated

Chair's Message

Dear Colleagues,

This spring, 11 focus groups enabled 140 dietitians from across the province to provide feedback into CDBC's future Continuing Competence Program (CCP). Thank you to all the dietitians who participated in the focus groups – your input is invaluable!



A program such as CDBC's CCP is a mandatory activity for all regulatory bodies in British Columbia as directed in the Health Professions Act. This is one of the three main components that make up CDBC's Quality Assurance strategy. A second component is the recently published Code of Ethics, available at: <http://www.collegeofdietitiansbc.org/documents/Code%20Complete%20-%20Apr%2010%2006%20final.pdf>

The final component is the "Standards of Practice" – this component is under development and should have Board-approval in early 2007.

Each of these components is equally important – they all help CDBC to fulfill its mandate to protect the public by endorsing competent dietetic practice and intervening if practice is unacceptable. Please review the CDBC website to familiarize yourself with these important components, and check back regularly for updates and other news of interest to CDBC registrants.

Best wishes to everyone for a healthy and happy summer!

Glenn Kissmann, RD, CDE, MHS
Board Chair

competencies will:

- Be current and valid
- Be the entry-to-practice standard

for all new Canadian Registered Dietitians, including new graduates

- Provide the framework for the Alliance to update the Canadian Dietetic Registration Examination

- Provide the foundation for CDBC's Standards of Practice that will form the basis for our new Continuing Competence Program.

Survey results will be available from the research company by the end of the summer. Stay tuned for further details.

Complaint Outcome Report

The Inquiry Committee has recently resolved an "own motion" complaint relating to practicing without registration. The results will be available soon, by distribution email, for public and registrant education. As with all future Outcome Reports, the registrant's name is not included and reference to all parties is gender neutral.

Health Professions Act (HPA)

Amendments

The HPA is the "umbrella" legislation that governs the CDBC. It is posted on the website under the Legislation page. Recent amendments apply to Registered Dietitians and include:

- Registrants are responsible to report to any health professional's college registrar if he/she, on reasonable and probable grounds, believes this person is:

- a. Not competent to practice, or
- b. Is suffering from a physical or

mental ailment, emotional disturbance or addiction that impairs his/her ability to practice safely, or

- c. Has engaged in sexual

misconduct.

- The Act gives CDBC the authority to require a registrant to repay the investigation costs when remedial actions are needed to resolve the complaint.

Bylaw Amendments

The Board has recently approved numerous bylaw amendments that are now being submitted to the government for approval. Once approved, they will be posted on the

Registrar's Message

Dear Registrants,

The baby-boom "bulge" is beginning to retire and BC needs enough professionally qualified practitioners to meet our population's health care needs. This includes qualified BC and Canadian graduates, as well as internationally educated professionals. Recently, you may have heard several stories in the local news regarding difficulties various international professionals have experienced as they attempt to register and practice their professions in Canada. This may seem counterproductive in view of what appears to be a looming labour shortage in many of the health professions.

Regulators have been strongly encouraged by provincial and federal governments to ensure their international registration requirements are clearly stated on their websites and that their registration processes are transparent, timely and fair. The College is in the process of tailoring registration documents for each type of applicant. Registration requirements and processes for international applicants will be clearly stated.

From a public protection viewpoint, international applicants must be qualified to the same level of safety and competence as Canadian graduates. The provincial government has granted CDBC the authority to determine the qualifications for registration and to register applicants who meet those qualifications.

Our College bylaws state that applicants who have graduated from a program outside Canada must demonstrate to the satisfaction of the Registration Committee that they have "a combination of knowledge, skills and abilities" that are "substantially equivalent" to Canadian dietetic graduates. Based on this wording, the Registration Committee is required, by law, to assess dietetic entry-level competencies gained through all sources - formal dietetic academic education and practical training, non-dietetic courses and programs, and work experience.



website. Three amendments of note:

- The "late registration" period is amended from 6 months to 2 months, a change from September 30 to May 31.
- In addition to academic and/or practical training upgrading, dietitians out of practice for more than three years will be required to pass the CDRE.
- Incorporation bylaws are not being pursued. Dietitians may incorporate under the Business Corporations Act.

BC/Alberta Trade Agreement

On April 28, the BC and Alberta Premiers signed the "Trade, Investment and Labour Mobility Agreement" which is intended to eliminate barriers between the two provinces and strengthen the economies of both provinces.

Currently, dietitians moving between provinces, including Alberta, are subject to conditions in the Mutual Recognition Agreement (MRA). BC registrants with "gaps" in their registration are not eligible for inter-provincial transfer under the MRA and must apply directly to the province they are moving to. This includes Grandparented Registrants who registered after May 31, 2004 (if they have not written the CDRE) and reinstated registrants. Some internationally educated registrants who have been assessed under the College's "substantial equivalence" bylaw may also be affected.

In order to meet the April 2009 implementation date, the Registrars from both provinces will be meeting with Ministry of Economic Development representatives to eliminate these barriers.

Have you moved or changed jobs?

If so, please update your personal and workplace profiles through the website Home page. You are required to keep your contact information current. Most CDRE correspondence is via email. Thank you!

Moving to another province?

"Substantial equivalence" is not a new concept. Most of us know it as "prior learning." By assessing against accepted competencies and educational standards, the Registration Committee is able to determine if an international dietetic applicant's prior learning and experiences are substantially equivalent to the knowledge, skills and abilities of Canadian dietetic graduates.

Dietitians of Canada's education standards are the current benchmark for the Registration Committee's assessment. Once the Competency Assessment Model (CAM) project is complete, the Alliance's new dietetic essential competencies will be used as the registration standard for all applicants – Canadian and international. Committee members are assisted with their assessment task by international credential evaluation agencies and an experienced dietitian consultant. If academic and practical training "gaps" are identified, specific upgrading courses and programs are required.

Currently, 31 international applicants are in various stages of application – gathering curriculum documents, having their education credentials and program content assessed and completing required upgrading. To date, two applicants have completed their upgrading requirements and passed the Canadian Dietetic Registration Examination (CDRE), which is another assurance that national standards have been met.

If you are interested in becoming a Registration Committee member or assisting the Committee with the assessment of upgrading courses, please contact me. The Registration Committee's task is huge but vitally important to the growth of the dietetics profession in BC.

Fern Hubbard, RDH, BA, MEd
Registrar

Focus Groups Impact Continuing Competence Program

After listening to input from 140 dietitians, CDRE is now streamlining the Continuing Competence Program (CCP) to better suit the needs of registrants. Registrar

Eligibility for transfer to another province includes having continuous registration since first registered in Canada or since 1998, whichever is most recent. Because the CDBC's continuing competence program is not yet in place, proof of "currency" will be requested – this can include employment hours and continuing competence activities for the last three years.

Applying for Reinstatement to the CDBC Register

If you missed the April 1, 2006 registration deadline, the bylaws allow for "late registration" until September 30, 2006 with the additional payment of a \$250 late fee, totaling \$750 (Note: a bylaw amendment will reduce this 6 month time period to 2 months).

Mark your calendar!

Friday, November 3, 2006:

- 3:00pm – 4:30pm: Education session.
- 4:30pm – 5:30pm: The College's 2nd Annual General Meeting (AGM)

These meetings will be held at College Place. Snacks will be provided.

The Board will meet after the AGM and again on Saturday, November 4.

The Board invites you to attend the Education Session and AGM – to hear about Board and committee initiatives, discuss College and regulatory matters, and network with colleagues. Please join us!

CDBC wants your feedback regarding this newsletter. Please forward topics you would like to see covered. Do you have a picture that demonstrates dietitians at work in B.C.? If so, please forward them for inclusion in a future CDBC Newsletter.

Fern Hubbard says, "We are so impressed by the quality and quantity of feedback we received. Registrant input is making a significant difference to the final form of the CCP."

During the past three months, more than 15 percent of all BC dietitians volunteered their time to take part in CCP focus groups held in Burnaby, Castlegar, Kelowna, Kamloops, Nanaimo, New Westminster, Prince George, Prince Rupert, Surrey, Vancouver, and Victoria.

"Some participants drove many hours to provide feedback on the draft documents," says Dr. Catherine Morley, PhD, RD, FDC, who facilitated the sessions. "Some arrived wondering if CDBC would really listen to their input, or if the program was 'a done deal'. People came to me after the sessions to say how impressed they were with the level of discussion, and how delighted they were to find this was real consultation."

One important message CDBC heard from the focus groups is that things change fast in the real world of dietetic practice. Jobs change. Funding comes and goes. Programs and target groups shift frequently.

"We heard that some of the best learning is serendipitous," says Fern. "Long-term plans don't always work out. Of necessity, dietitians take advantage of learning opportunities as they come along."

As a direct result of this input, CDBC is exploring new ways to provide flexibility in the learning plan and reporting components of the CCP.

"We also learned that it's important to explain how CCP fits into the big picture of quality assurance," says Fern. "It's only one of several public protection pieces. CCP is supported by the Code of Ethics, Standards of Practice and practice guidelines, which are all monitored by a complaint process."

Input from the focus groups is at the top of the agenda for the Quality Assurance Committee's next meeting. Based on registrant feedback, CDBC is revising the CCP in preparation for Board review in November. The CCP launches on April 1, 2007. Watch for more information in your monthly CDBC Updates.

2006/2007 Board of Directors



(Left to right): Joyce Statton, public representative; Carol Kline, public representative; Glenn Kissmann, Chair, RD - Interior/North; Laura Cullen, RD - Vancouver Coastal; Adrian Kershaw, public representative; Marlyn Davis, RD - Vancouver Island; Peter Lam, RD - Fraser; Robin Watt, RD - Interior/North; and Heather Martin, Vice-chair, RD - Vancouver Coastal.

The Board met June 16-17, 2006 in Vancouver. [Click here to read highlights of the meeting.](#) The next meeting is scheduled for November 3-4.

Strategic Plan

During the June 16-17, 2006 meeting, the Board approved Strategic Priorities for the 2006/2007 year. Action plans will be developed over the summer. Strategic Priorities will be reviewed annually and "rolled over" to future years as needed; they include the following:

1. Continue to build the College's infrastructure to ensure efficient and effective response to registrants' needs.
 2. Establish CDIBC's Standards of Practice.
 3. Implement a Continuing Competence Program.
 4. Further develop and enhance the College's working relationship with dietetic educators in BC.
 5. Develop an efficient, effective and timely application process for international applicants.
 6. Enhance the CDIBC's working relationship with other dietetic agencies.
 7. Recruit emerging professional leaders to the Board and committees.
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You asked about...

This column is a new feature of the Newsletter. Registrants regularly call the College with practice questions and this column will feature questions that have broad applicability for registrants or are of particular interest. Do you have a question? Please call the College or send any questions to info@collegeofdietitiansbc.org.

Q: I work in food service administration and do not select, mix or fill a prescription for enteral products but I supervise staff who dispense enteral products. Do I need to be registered with Reserved Act "A"?

A: Yes, you do. The Registration Committee is developing an interpretation guide for the Reserved Acts section of the Dietitians Regulation and, although the guide is not yet finalized and approved, the Committee is recommending registration with Reserved Acts for supervisors of non-regulated staff members, such as food service workers. "Dispense" is defined as "fill a prescription" in the Dietitians Regulation. Because food service workers are not legally able to dispense enteral products on their own, you need to be registered with Reserved Act "A" in order to supervise and take responsibility for the services they provide.

If you were supervising a staff member who was registered with their own regulatory body, such as a Registered Nurse, and the staff member's registration gives them legal authority to dispense enteral products, you would not need to be registered with Reserved Act "A" yourself. A regulated staff member is responsible for the services they provide. Your responsibility is to ensure the staff member's registration allows them to practice the Reserved Act.

Email: admin@collegeofdietitiansbc.org

Web: <http://www.collegeofdietitiansbc.org>