



Summary of the 2nd Annual Fall Retreat

The second annual Fall Retreat was held at the Airport Quality Inn on September 12 and 13. The event was an opportunity to meet to determine the Association's direction for the next year.

To begin the retreat, Jennifer Garus provided an overview of Bourinot's Rules, the rules of order for conducting board and annual general meetings. Rules of order ensure that order is maintained, and the minority is respected while the majority rules in decision making. Before NSDA's Spring AGM, a Power Point presentation of the rules of order will be posted on the NSDA website to enable members to fully participate with an understanding of the rules of order. A standing agenda item on the AGM agenda will be to review the rules of order.

Before the strategic planning session, the Board reached consensus on how to conduct the strategic planning session. To set the stage, the Board reviewed the current mission and vision statements. A SWOT Analysis determined the Association's internal strengths and weaknesses, and external opportunities and threats. NSDA members, as well as the Board, participated in generating this inventory of issues. Members present at the fall retreat agreed unanimously that it is time for NSDA to move toward becoming a college. Following the SWAT Analysis, issues were prioritized and considered in the development of goals and action plans as follows.

GOAL #1: By March 31, 2009 the NSDA Board of Directors, in collaboration with its membership, will define a legislative **scope of practice** for dietetics in Nova Scotia.

GOAL #2: By October 2009, the NSDA Board of Directors will seek **practice protection** by submitting new legislation to the Nova Scotia legislature for approval at the fall sitting.

GOAL #3: Within the next year, the NSDA Board of Directors will act to **strengthen relationships** with its members, partners and other regulatory bodies.

GOAL #4: Within the next year, the NSDA Board of Directors will continue to work towards **implementation of the *Essential Competencies to Dietetic Practice*** into registration and competency requirements for licensure.

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President's Message

I would like to thank the 19 dietitians and nutritionists who participated in the second annual Fall Retreat. On Friday evening, the Board of Directors had a productive session in which we reviewed and reflected on what had taken place since the last fall retreat. Board members were brought up to date regarding the inner workings of the NSDA, as well as provided with a review of some of the procedures followed by the Association.

On Saturday, seven NSDA members joined the Board: Annick Arsenault, Nicole Druhin-McGinn, Deborah Everett, Nancy Hatcher, Andrea Parker, Lisa Slauenwhite, Mary Jane Taylor, and Carole Thompson.



Jennifer Hutchinson
NSDA President

Everyone worked diligently through a SWOT analysis to depict the most relevant strengths, weaknesses, opportunities and threats immediately facing our practice in Nova Scotia and long term. Four main factors influencing dietetic profession in Nova Scotia resulted from our analysis:

1. Our relationship with others – public, political, other health professions
2. The effectiveness of the CDT - a need for education surrounding the role of NSDA, disciplinary actions, as well as the function and purpose of the CDT
3. Scope of practice – establishing a scope that is legislated
4. Ability to measure value – evidence based practice

Based on this data, participants then worked tirelessly through a process in which goals were derived and time lines were created. Some of these goals and plans are outlined in this newsletter and in the September bulletin.

The participants' diversity of experiences, along with the strategic process used at this year's retreat, ensured that most, if not all, internal and external factors influencing the dietetic profession in Nova Scotia were considered when goals were developed for the NSDA. More importantly, this meeting confirmed that the NSDA is moving in the right direction. Undeniably, this year's retreat was a tremendous success.

As always, our Executive Manager, Jennifer Garus, has been working hard for the Board and membership of the NSDA and we thank Jennifer for continuing to evolve along with the organization.

I encourage all members to take a deeper look into the work NSDA is undertaking. We are embarking on a defining time in our history. In order to make this defining time a success, we need as much support and feedback from our members as possible. There are a variety of ways to help ensure your dietetic practice is protected. Please contact Jennifer Garus and she will provide you with a volunteer opportunity that fits with your current life situation. You can join an ad hoc committee that exists for three months or you can make a more long term commitment to be on a standing committee. I look forward to working with more members in the future. Thank you very much for your support.

Sincerely,

Jennifer Hutchinson, NSDA President

Fall Retreat – Picture Gallery



← From left to right: Lindsay MacKinnon, Darlene Bogers, and Nancy Hatcher

→ From left to right: Heather Dillon, Annick Arsenault, Carole Thompson, and Nancy Hatcher.



← From left to right: Judy Lowe, Nicole Druhin-McGinn, Andrea Parker, and Shelley Leblanc.



← 2008/09 NSDA Board of Directors
Top / left to right: Howard Selig, Heather Dillon, Nadine Romaine, Lindsay MacKinnon, Jane Pryor, Judy Lowe, and Shelley Leblanc.
Bottom / left to right: John MacInnes, Darlene Bogers, Jennifer Hutchinson, and Jennifer Garus.

Jurisprudence in Dietetics

You asked us...

“As part of my work, I am required to occasionally cover clinical on-call on weekends and holidays. However, the cases I see when I am on call differ from those to which I am accustomed. Am I obligated to cover on-call if I don’t feel comfortable with these cases?”

The NSDA Code of Ethics for Professional Dietitians (2006) outlines responsibility statements for dietitians in various roles. Responsibility statements 2.2 and 2.3 apply to this scenario.

2.2 The dietitian assumes responsibility and accountability for personal competence in practice. She or he has an obligation to acquire new skills and knowledge in the areas of practice on a continuing basis to ensure safe, competent and ethical dietetic practice.

2.3 The dietitian practices within her or his own level of competence. She or he seeks additional information or knowledge, or makes referrals as appropriate when the situation is beyond her or his level of competence.

“At 4 p.m., the nurse calls the director of nutrition services for a copy of a renal diet before the patient is discharged home. How should this be handled?”

A number of responsibility statements in the NSDA Code of Ethics (2006) may be applicable to this situation. If possible, contact should be made with the client. A referral to a renal dietitian is indicated in this case. Information on the handout may contain incomplete and non-applicable information relevant to the client’s condition.

An Overview of the Consultation on the Draft 2009 Continuing Development Tool

Thirty-one members attended in-person consultations, and 25 members responded to the online survey. Thank you for providing feedback to assist the Quality Assurance Committee in revising the Continuing Development Tool (CDT).

The following are examples of common responses to the survey, together with some feedback to those responses.

“I like the fact I am focusing my competency efforts on areas of practice that I had identified as needing improvement.”

“I’m not sure how effective it is; some members I talk to really dread filling it out and it is often left to the last minute.”

CDT Consultation (cont.)

“We have a professional obligation to maintain our level of competency in the context of our practice. Gathering education to strengthen practice may not always be predetermined at the time of writing goals. I would like to be able to show at the end of the year how I strengthened skills with less emphasis on how I am going to strengthen skills in the coming year.”

If your initial goal is no longer applicable and has changed during the year, there is an option on the CDT evaluation form to report a different goal. The rationale for a competency program that includes a learning plan is to ensure that learning activities are relevant to where growth and development is needed, based on a self assessment.

“Simplify,” “be more concise,” “go electronic” and “eliminate paper” were terms consistently used to describe how to improve the tool. **“Too long,” “too detailed,” and “time consuming”** were common descriptors.

In 2009 members will have the option of submitting the CDT electronically. Please indicate on the NSDA website (under Quality Assurance/ CDT Poll) if you do not wish to receive a CDT booklet for the 2009 renewal. In 2010 the CDT will only be available online; hard copies will be available on request.

“The new tool has an improved rating system (more simplified).”

“The previous CDT had ability to prioritize self-assessment.”

In an attempt to simply, the 2009 CDT will only provide an option to identify ‘D’ (an area for growth and development) for the assessment of the performance indicators. The rating scale, as presented in the draft, consisted of a ‘C’ (has the knowledge/skills needed to provide competent, safe, professional service) or ‘D’. Some members felt that by not checking ‘C’ they were reporting incompetence. The purpose of the tool is not for NSDA to determine your competence; the tool supports self-reflection and identification of areas for development. The CDT is a tool to support and document how members maintain competence to practice dietetics.

“Post the resources on the website.”

Resources were considered useful, but members would like more examples of SMART goals for each dimension and examples of how to complete the forms. The resources will be posted online, and a hard copy will be available on request.

“I see the value of peer support. I don’t like the use of peer support as it is proposed in this tool.”

Although several members considered peer feedback a useful tool, the majority did not find the concept appropriate or appealing. The revised CDT will not have a peer feedback component.

CDT Consultation (cont.)

“I would suggest going back to the system of education credits.”

A system of collecting points does not necessarily reflect a concept of lifelong learning. Competency is achieved by informal activities and interactions as well as by formal education processes. For example, a conversation with a peer is an informal learning activity that may contribute to competency as effectively as attendance at a workshop.

“It is virtually impossible for any P.Dt to be fully competent in all work settings.”

Dietitians are not expected to be competent in all of the *Essential Competencies*. The competencies within the first three dimensions apply to all dietitians. Dietitians need only reflect on the performance indicators relevant to their practice within the other dimensions.

“I like the idea of the different dimensions, in particular the area of population health which better reflects my practice.”

“I can’t see all job roles for dietitians in the Essential Competencies because they are too specific.”

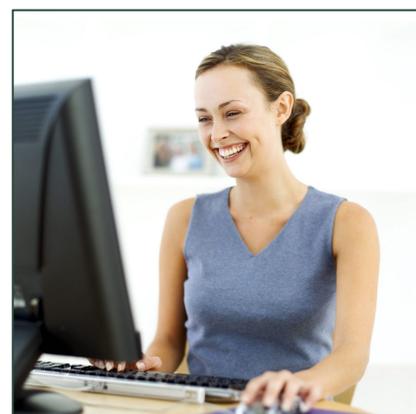
Many members liked the specificity of the performance indicators for the self-reflective process. Others did not consider the tool helpful if their role did not seem to fit in a particular practice area. A resource will be developed and posted on the website to guide members who do not feel they fit in a specific practice area.

“Essential Competencies are at a basic level and are not reflective of advanced areas, so it’s hard to identify areas for further development if you have experience. Need advanced level competencies.”

The *Essential Competencies* represent the minimum level of competency required to practice. They can be performed at entry or higher proficiency levels. From a regulatory standpoint, job skills are specified for which professionals can be held accountable. The CDT supports dietitians in their career-long pursuit of maintaining the minimum competency for safe practice.

“Look at other professions’ and provinces’ competency programs.”

Several other professions’ and provinces’ competency programs were reviewed. Several include peer review in some form or another. Many were as lengthy. A common practice is the self-reflection on competency.



NSDA Board of Directors 2008-09

President-----	Jennifer Hutchinson
President Elect -----	Darlene Bogers
Vice President-----	Howard Selig
Treasurer -----	Jane Pryor
Secretary -----	Heather Dillon
Registrar-----	Nadine Romaine
Member at Large (Legislation) -----	John MacInnes
Member at Large -----	Cathy Lockerbie-Forrester
Member at Large (Quality Assurance) -----	Shelley Leblanc
Member at Large -----	Judy Lowe
Member at Large -----	Lindsay McKinnon
Executive Manager (Ex-officio) -----	Jennifer Garus

Board Meetings

Board Meetings are open to members. Meetings are held at the NSDA office on the first Tuesday of the month at 4 p.m. Please contact NSDA at info@nsdassoc.ca or 835-0253 if you wish to attend.



Registration Database

NSDA has a legal requirement to maintain a current register of member information. Please contact NSDA at info@nsdassoc.ca if there has been a change in your home or employment contact information.

Correction: Renewal Fee Installment Option

The renewal fee can be made in three payments within six months of the renewal date, March 31st. Members choosing this option will be required to submit three cheques with their renewal package on March 31st. One cheque for \$110 is to be dated March 31st, and the other two cheques, each for \$100, can be post-dated anytime from April to September. The summer newsletter incorrectly stated that the installment option would comprise of three postdated cheques of \$110.

**The 2009/2010
registration fee
is \$310**

Fee Schedule for Temporary and New Membership in NSDA

This fee schedule comes into effect for candidates writing the May 2009 CDRE. The fee schedule applies only to new members who have held temporary membership in NSDA for the purpose of writing the CDRE. It does not apply to members transferring from another jurisdiction.

Temporary membership fee: \$155/year

The temporary membership fee is due upon acceptance for temporary membership. It is pro-rated based on the month that you register and effective until you receive your exam result.

Upon receipt of your exam result, you will be required to pay the licensed membership fee. It is pro-rated and effective until the next annual renewal deadline (March 31).

Candidates Writing the May 2009 Exam

Your temporary membership fee will be
\$142 if you register in September
\$129 if you register in October
\$116 if you register in November
\$103 if you register in December
\$90 if you register in January
\$78 if you register in February

Upon receiving your exam result in July, you will be required to pay the pro-rated licensed membership fee, effective until March 31, 2010. This will be \$103.

The renewal fee for your first full year will be \$155. Thereafter, you will pay the regular fee of \$310.

Candidates Writing the November 2009 Exam

Your temporary membership fee will be
\$142 if you register in March
\$129 if you register in April
\$116 if you register in May
\$103 if you register in June
\$90 if you register in July
\$78 if you register in August

Upon receiving your exam result in January, you will be required to pay the pro-rated licensed membership fee, effective until March 31, 2010. This will be \$26.

The renewal fee for your first full year will be \$155. Thereafter, you will pay the regular fee of \$310.

Membership Update

New Members

Tanis Vye Mihalynuk (#1089)
Andrea Illyas (#965)

Temporary Members

Laura Brennan (TM 185)
Jaime Broughton (TM 186)
Nancy Wells (TM 187)
Melissa Houghton (TM 188)
Laurie Michael (TM 189)
Stephanie O'Brien (TM 190)
Cindy McKenna (TM 191)
Stephanie Arsenault (TM 192)
Heather Parsons (TM 193)
Meagan Sullivan (TM 194)
Monique Surette (TM 195)
Chelsia Gillis (TM 196)

Volunteer with NSDA

Participation on the Board and/or its committees

- offers an excellent opportunity to learn about professional self-regulation
- is possible from anywhere in the province by teleconference or face-to-face meetings
- enables getting to know dietitians in a variety of practice settings from around the province
- facilitates the practice of skills not normally performed in your area of practice
- adds professional experience to your resume
- provides an opportunity to contribute to the decision-making that affects the regulation of the profession.

Dietitians' input and participation in the Association is an essential element of a self-regulating profession.

Canadian Dietetic Registration Exam Update



Spring 2009 Exam

Date: Saturday, May 9

Location: Mount Saint Vincent University, Halifax

Deadline for temporary membership applications: February 25

Fall 2009 Exam

Date: Saturday, November 7

Location: Mount Saint Vincent University

Deadline for temporary membership applications: August 26

Contact Us

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