

The Insider



The Newsletter of the Nova Scotia Dietetic Association

Winter 2008



The NSDA Board of Directors wishes members and partners of the Association a healthy and happy 2008.

Notice of the Annual General Meeting

The Annual General Meeting will be held on Friday, April 25th in Truro at the Best Western Glengarry Hotel.

The morning will feature a World Café on interprofessional practice, which has been conducted around the province by a team from the College of Nurses. The café will include discussions as to how interdisciplinary practice has been implemented in different areas of practice, what is working well and what future opportunities might arise for dietitians.

Students and temporary members are welcome to attend these sessions to learn more about their profession.

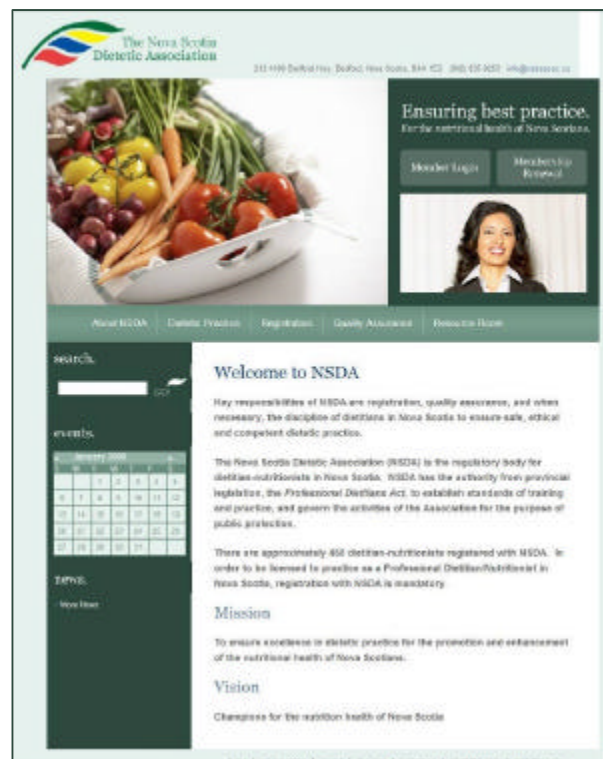
Look for AGM details and a call for nominations for upcoming vacant Board positions in the upcoming January bulletin.

Launch of NSDA Website Set for February 1st

NSDA's new website will enable members to renew their license online. Other features include a calendar of events, such as registration deadlines and board meetings, a survey tool, a news section highlighting recent board initiatives, information to increase the visibility of the profession to the public, and guidelines on how to register with NSDA.

Photos posted on the top right of the site will represent the diversity of the dietetic profession.

If you have photographs of dietitians in various areas of practice, please submit by email to nsda@ns.aliantzinc.ca.



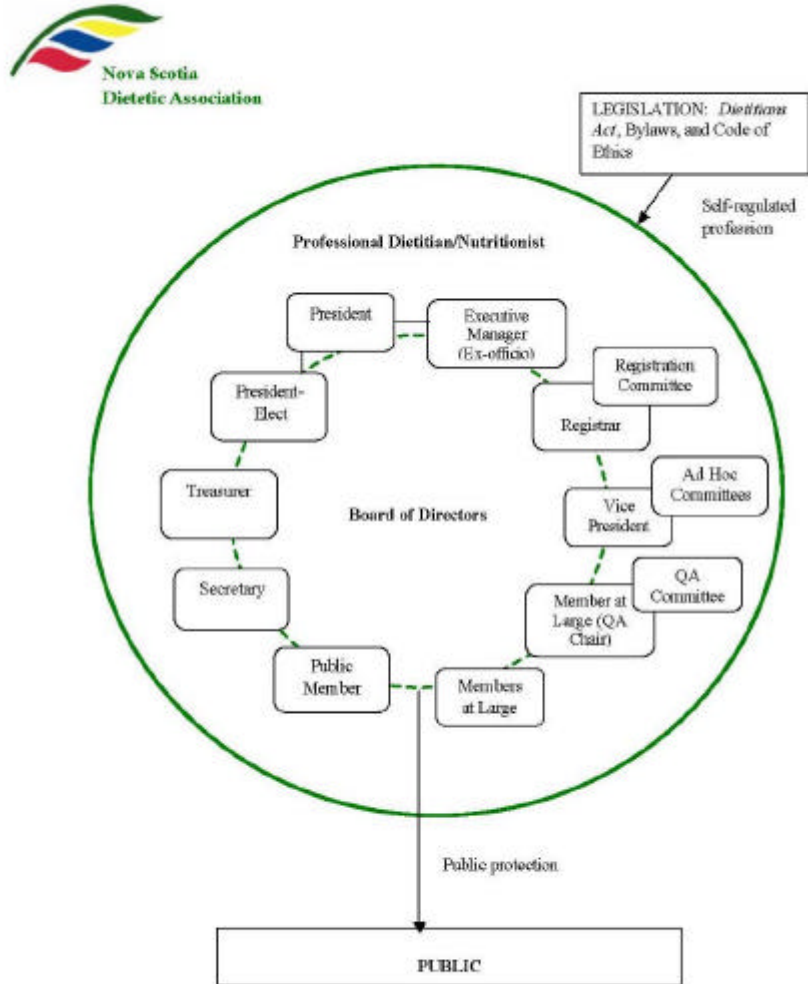
Special Interest Articles

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NSDA Organizational Model



The dietetic profession is **self-regulated**. In definition, the profession has a regulatory body (NSDA) which has the authority from provincial **legislation** to establish requirements for entry to the profession and standards of practice, and governs the activities of the Association (registration, quality assurance and discipline) for the purpose of public protection.

The large circle represents the dietetic profession, made up of **dietitian-nutritionists**. The solid line on the circle illustrates that only licensed dietitian-nutritionists, whose title is a protected professional designation, make up the profession.

The inner circle represents the dietitian-nutritionists who serve the Association as members of the **Board of Directors**. A public member, who is not a dietitian-nutritionist, may also sit on the Board of Directors. The dotted line on the circle illustrates the interdependence of the board members' positions. The solid black lines connecting the President and President elect positions and President and Executive Manager positions represent direct accountability of these positions to the President.

NSDA Organizational Model (continued...)

There is overlap of icons representing **board positions** (Registrar, Vice President and Member-at-Large (quality assurance)) with icons representing **committees**, as these board positions chair their respective committees (Registration, ad hoc and Quality Assurance) and report committee activities to the Board of Directors. The committee icons are placed outside the inner circle because committee members are dietitian-nutritionists, but not necessarily board members.

The solid line between the inner circle and icon representing the **public** represents the direct accountability of the self-regulated profession (rather than government) to the public through the actions of the regulatory body to ensure safe, ethical and competent practice.

NSDA Board of Directors 2007-08

President	-----	Howard Selig
President Elect	-----	Jennifer Hutchinson
Vice President	-----	Darlene Bogers
Treasurer	-----	Jane Pryor
Secretary	-----	Heather Dillon
Registrar	-----	Nadine Romaine
Member at Large	-----	John MacInnes
Member at Large	-----	Cathy Lockerbie-Forrester
Member at Large	-----	Pascale Love
Member at Large	-----	Judy Lowe
Executive Manager (Ex Officio Member)	-----	Jennifer Garus

Board meetings are open to members and the public.

Meetings are scheduled for:
Wednesday, February 6th (4 pm)
Wednesday, March 5th (4 pm)

Please contact Jennifer Garus,
Executive Manager if you plan to attend.



Proposed NSDA Fee Increase 2009/2010

Change in Membership Fee...Your Vote Counts!

Practicing dietitians are required to remain current and competent. Dietitians of Canada (DC) and provincial regulating bodies, such as NSDA, advocate for practicing Dietitians. DC offers educational and professional development opportunities to promote professional competence and NSDA ensures practicing dietitians maintain professional competence by regulating standards of training and practice of its members. As a non-profit organization, NSDA has a commitment to the profession of dietetics and the roles necessary to ensure the public and employers are confident in our service.

What is my role as a licensed member with NSDA?

It is your responsibility as a licensed member, and as a professional, to continue with professional development to maintain competence in your area of practice, and to support NSDA. The responsibilities of your support are to remain current on the happenings of NSDA by attending annual meetings, reading any distributed material, and keeping your contact information up to date.

Why do we pay fees?

As a regulatory body, NSDA shares with you (the members) the responsibility of ensuring that you maintain competence, by implementing a Continuing Competency Program. We are required to outline standards of practice, scope of practice and protect our titles (Professional Dietitian/Nutritionist), in order to protect professional roles and duties. It is NSDA's responsibility to provide and update these standards of practice and scope of practice in keeping with the Mutual Recognition Agreement (MRA). This allows you, as a dietitian, the freedom to move from province to province without being reassessed for competence. This involves a financial responsibility to legal support in order to make revisions to bylaws that comply with our provincial act.

Why is it beneficial to be licensed by a regulatory body?

You are recognized by employers and the public to be qualified and competent in your role as a Professional Dietitian/Nutritionist.

What other options would there be if NSDA did not offer these services?

Nova Scotia will not have the resources to keep within the obligation of MRA and will not meet other provincial standards. This means a Nova Scotia dietitian will not be transferable to other Canadian provinces, including the Atlantic Provinces.

Legal costs will not be achievable to protect your registration in Nova Scotia, resulting in the collapse of NSDA and the loss of practicing dietitian credentials.

With the changing roles of health care professionals' tasks, dietitians' roles need to be clearly stated in current Scope of Practice and Code of Ethics documents. Without the resources to update and ensure current standards are in place, dietitians could inherit other health professional duties or lose theirs.

Why do the fees need to change?

Nova Scotia charges the lowest fees in the country to run the association. There are not enough resources to manage 450 dietitians in the province and prove your competence to the rest of the country. Although NSDA has quality volunteer support, it is lacking in quantity. Recognizing time is important to everyone in order to balance daily living, NSDA finds this fee increase to be quite reasonable to provide you with the services you need. Additionally, NSDA needs to have a savings for any potential legal costs that are not budgeted and may be required at any time, as supported by our accounting services.

Proposed NSDA Fee Increase (cont.)

What do other dietitians pay across the country for membership fees?

Newfoundland -	\$250
New Brunswick -	\$200
Prince Edward Island -	\$230
Ontario -	\$500
Saskatchewan -	\$300
Alberta -	\$561
British Columbia -	\$500
Manitoba -	\$375
Quebec -	\$445

Average \$374

Will there be a fee increase in another couple of years?

The fee increase, which the board has proposed, is based on a sound business plan and budget projections. We have done our best to anticipate needs over the next three to five years.

Why not institute a smaller fee increase now and another one later?

Constant increases are not usually acceptable to members, and are very costly and time consuming for the organization. Resources have to be committed to various activities of the Board and to the organization's commitments.

It is crucial the NSDA receives your support for the proposed fee increase which will be voted on **April 25, 2008 at the Annual General Meeting.**

Assumptions made in determining what our new fee should be?

- NSDA should have income equal to expenses, for a break-even operations
- Based on accountant's recommendation, NSDA should have 1 year's worth of operating funds to fall back on
- NSDA will have in the bank as of 1 April 08 approximately - \$100,000 (\$50,000 in chequing, \$50,000 in GIC)
- For both 2007/08 and 2008/09, NSDA will use at least \$50,000 from operations to balance the budget = depleting our savings
- For the 2009/10 year, the fee increase must be sufficient enough to
 - cover estimated annual operating costs of \$120,000 per year
 - start to rebuild savings to requirement of \$100,000 as per accountant's recommendation (allocate \$20,000/year x 5 years)

Where does NSDA generate its revenue from?

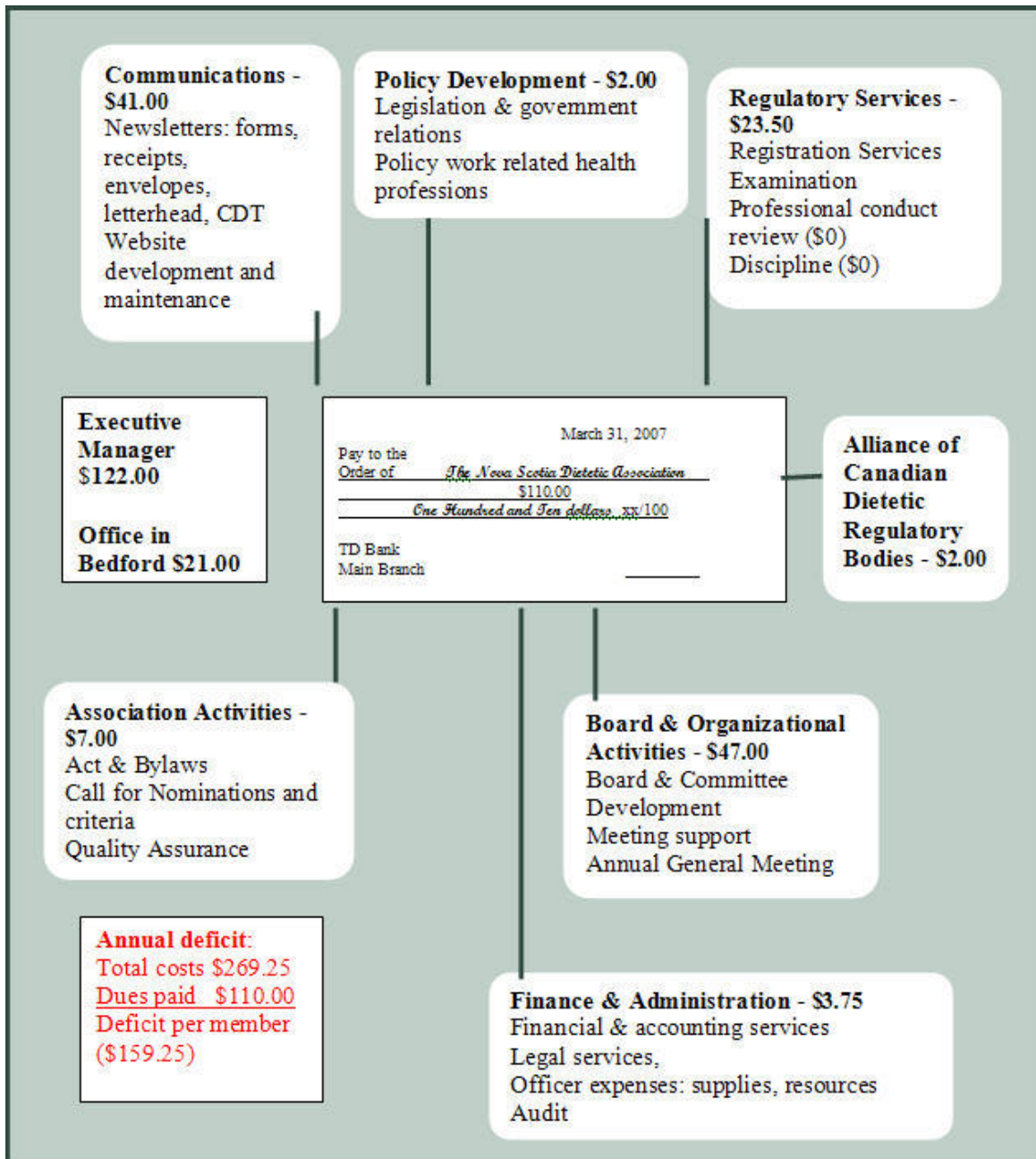
NSDA generates its revenues from:

- membership dues
- temporary membership fees
- application + late fees
- interest on GICs

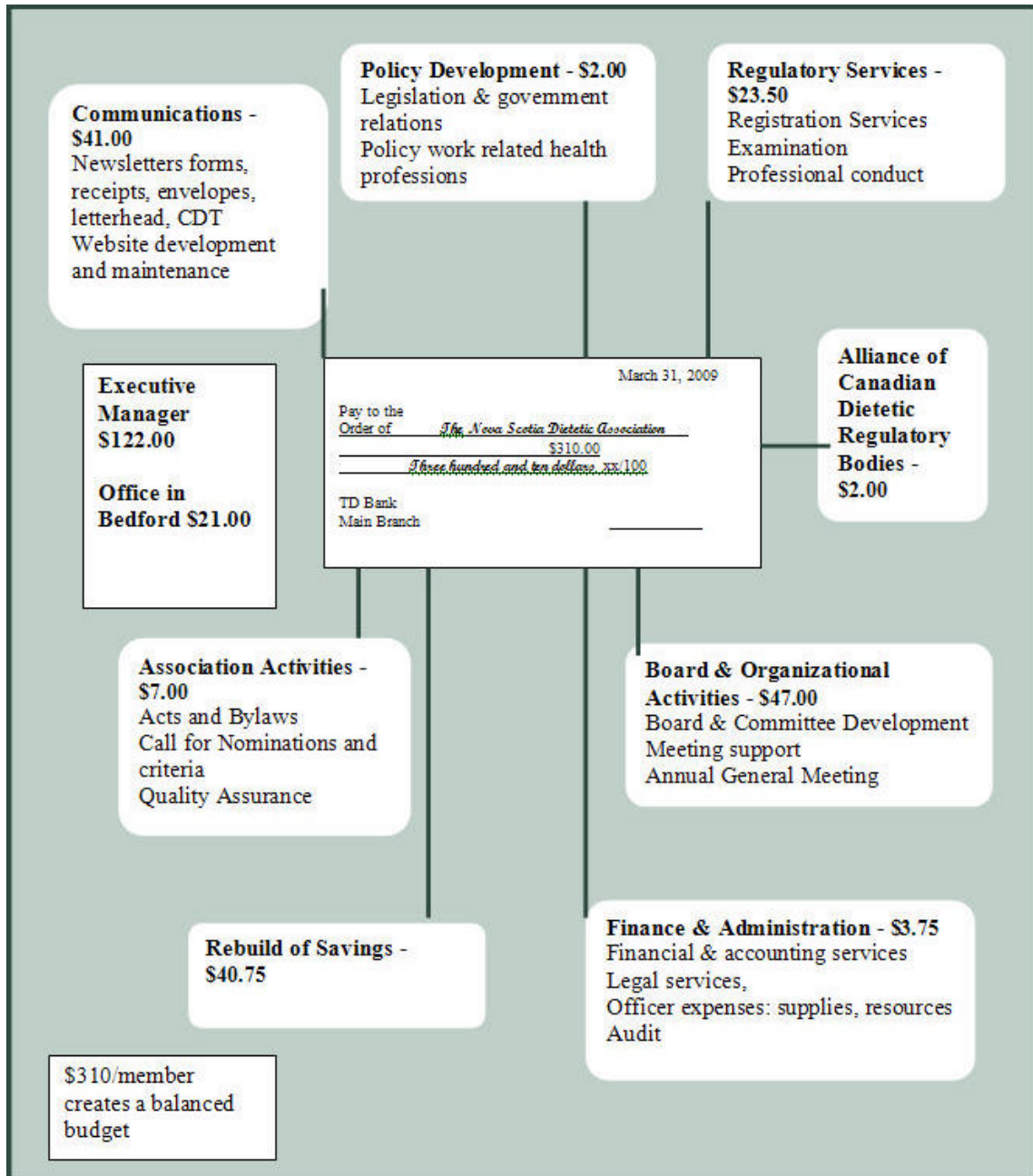
Proposed fee increase for 2009/10

Based on estimated annual operating costs (\$120,000) + contribution to rebuilding our savings (\$20,000/yr), acknowledging 450 full members in NSDA, **we are proposing a fee of \$310/person.**

Where Your Registration Dollars of \$110 Now Go (based on 450 members)



Where Your Registration Dollars of \$310 Will Go After A Fee Increase (based on 450 members)



2007 CDT AUDIT

An audit of 25 percent of the members' *Continuing Development Self-Directed Learning Tools* (CDT) has recently been completed. To assist members in developing their 2008/09 competence plan, the following is general feedback from the overall auditing process.

The SMART criteria (as outlined in the CDT on page 17) assessed for goals that were specific, measurable, achievable, and results-oriented within a specific timeframe. The most significant issues identified through the auditing process were that goals were too vague, that there was no indication of how the goal related to practice, and that the CDT was not completed in entirety.

It may be helpful to remember that a competence program

- is a plan to focus on learning activities that relate to your practice
- enhances competent practice, and is not a business or personal development plan
- applies knowledge and demonstrates skills that relate to your current practice
- indicates **what** you want to learn, **how** you want to learn it and documents the impact on your practice.

After planning competence activities to achieve your goal, consider the expected outcomes. In determining how your practice will be affected or enhanced, it may be helpful to consider the following in relation to your goal:

- skills you will demonstrate
- your ability to act as a resource person
- reports, presentations or resources you will develop
- recommendations you will make

The following are specific examples of competence plans.



2007 CDT AUDIT (cont...)

Goal	Learning Activities	Outcome/Contribution to Practice
To improve my knowledge on the current research on vitamin D therapy	<ul style="list-style-type: none"> Review literature Discuss vitamin D therapy with colleagues 	I will be more knowledgeable to actively participate in medical rounds and journal club discussions.
To improve effectiveness and comfort with public speaking.	<ul style="list-style-type: none"> Videotape self with "safe" group Practice new skills Present to client groups 	<p>✗The goal is ongoing.</p> <p>✓I will apply my learning to present with greater confidence and success.</p>
<p>✗Increase my knowledge about food allergies</p> <p>✓ Acquire an understanding of the relationship between early exposure to solids and the development of food allergies</p>	<ul style="list-style-type: none"> Search literature Locate topic on PEN, read PEN content and share Reflect on new knowledge 	<p>✗ I have completed the learning activities.</p> <p>✓Contribution to practice: I have developed a resource to distribute to my clients.</p>
<p>✗To improve my coaching skills.</p> <p>✓To improve coaching skills to motivate food distribution staff.</p>	<ul style="list-style-type: none"> Seek formal learning opportunity, enroll in and complete workshop Practice new coaching strategies. 	<p>✗ I will have completed the course.</p> <p>✓To will be better able to engage staff towards improved distribution services.</p>
<p>✗To improve my communication skills.</p> <p>✓As a diabetes educator, to continually improve on communication/facilitation skills to involve clients in their own health decisions.</p>	<ul style="list-style-type: none"> Seek mentor Implement and review satisfaction surveys 	I see measurable, continued and sustained positive outcomes in metabolic status/satisfaction surveys/positive individual feedback that my practice has made a difference in the lives of my clients.

NSDA Membership Update (November 2007-January 2008)

New Members

#1065 Brenna Lea MacEachern
#1066 Mariah Nelson
#1067 Sarah Arsenault
#1068 Jennifer Bowser
#1069 Corinne Porter
#1070 Elizabeth Reid
#1071 Stephanie Hefford
#1072 Laura Carroll

#1073 Mary Ellen Cooke
#1074 Stephanie MacNeil
#1075 Laura Kingston
#1076 Darlene Manning
#1077 Tristaca Caldwell

Temporary Members

TM#176 Sarah Quinlivan-Hall
TM#177 Jada Patey



Canadian Dietetic Registration Examination

The spring exam is scheduled for May 10th. Please submit applications for Temporary Membership by February 15th.

Application forms can be printed from www.nsdassoc.ca.

NSDA Assists to Sustain Directory of French Speaking Health Care Providers

To assist in sustaining the *Directory of French Speaking Health Care Providers in Nova Scotia*, the 2008/09 Annual Renewal Form and application form will ask members if they wish to be included in the Directory. Members in the directory should feel comfortable providing their services in French.

Nova Scotia Dietetic Association

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