



President's Message

Something old and something new...

How many analogies come to mind for you?

My thoughts go to my wonderful reliable 17 year old Golden Lab, Goldie, and my vivacious two year old Bernese Mountain Dog, Maggie, and then to my trusted *Professional Dietitians Act* and the yet proclaimed *Dietitians Act*. Yes, it's the old and the new...

We can't just put the *Professional Dietitians Act* inside the filing cabinet to become part of the history of NSDA. It remains the guidance we require but we certainly are wild and crazy with the exploration and wonderment of the new Act. At this time, the Board recognizes that both documents need attention, follow through, and respect.

Do you know how old the current Act is? It was proclaimed in 1989. There was so much vision, hope, inspiration, and professionalism. That Act served us well. It enabled the Association to regulate itself according to many current regulatory practices, like the implementation of a continuing competency program, facilitation of labour mobility, protection of title, and implementation of the national exam. I aspire to have current and future members feel the same way when they reflect on the new *Dietitians Act* 21 years from now.



The NSDA board of directors are strategically planning the annual fall retreat with an educational foundation of governance information systems, models of board governance, key stewardship responsibilities, and continuous improvement goals.

Over the summer we will also be reflecting on the work of our dietetic intern, Lindsay MacIsaac, called Board of Directors Self Assessment. This research has identified board strengths, opportunities for improvement and recommendations to increase effectiveness of the Board and the organization as a whole. Dietitians of Canada Vision 2020 will continue to guide us because "professionals with leadership roles, such as dietitians, reflect on 'what is the right thing to do or what should be done', rather than simply on 'what can be done'"

As for my trusted Goldie and my amazing Maggie, I love them both equally, but Maggie and I know that for now Goldie's the boss!

Inside:

Executive Manager's Message (pg 2)

NSDA Education Day and AGM (pg 3)

Dietetic Intern Research Project (pg 3)

Membership Update (pg 4)

NSDA Member Statistics (pg 5)

Telehealth Summary (pg 6)

Links (pg 9)

CDT Resource Survey Update (pg 10)

Darlene Bogers, NSDA President

Executive Manager's Message



Accountability is a common theme as we transition to a college. To echo Mary Sue Waisman in her April 30th presentation at the NSDA Education Day, "with privilege comes responsibility." In Marjorie Hickey's May 14th Telehealth Session to over 100 NSDA members, she outlined the privileges and obligations of regulated health professionals.

Allow me to start by summarizing the privileges of becoming a college member. We will continue to have the exclusive right to use the protected titles *dietitian* and *nutritionist*. The college will also protect specific terms: *nutrition therapy*, *diet therapy* and *dietetics*. In other words, only college members, by law, will be authorized to use these titles and terms to describe themselves and their practice.

As a college member, we will be able to practice to our full potential under a legislated scope of practice. By law, dietitians will no longer have to have another health professional co-sign a diet order! Dietitians will be able to order blood work to monitor nutrition interventions! Dietitians will be able to prescribe supplements related to a nutrition-related diagnosis! Now for the caveat: barriers to practicing full scope will continue to exist. For example, employer policies may prevent you from performing specific activities.

We all have expectations of health care providers. When you take your child or aging parent to a health professional, you expect that they have maintained their license. You expect that they will not perform an activity that they are not trained and competent to perform. You feel assured that they are committed to remain current, and practices according to evidence-based findings and best practices in their profession. The public is more educated than ever before and has more access to information. They place a high value on credibility and hold high expectations for organizations and health care professionals. As the public takes a greater role in their care, there is an onus on the college, as an organization, and on individual dietitians to ensure safe, ethical and competent dietetic practice. For example, under a college model, there is a duty to report: health professionals must report another health professional's incompetence, incapacity or misconduct.

At the recent Telehealth session, the increased accountability of a board under a college model was emphasized. It is a shared responsibility to self-regulate, but the ultimate accountability rests with the college. Members are responsible for regulating themselves by recognizing their individual scope and adhering to college requirements. The college is responsible for setting those requirements, including policies, position statements, standards, the continuing competence program, as well as the code of ethics. The college is delegated by government through legislation to regulate the profession in the public interest. An objective, as stated in the new *Dietitian's Act*, is "to maintain public confidence in the profession's ability to regulate itself".

Jennifer Garus, Executive Manager

NSDA Education Day and Annual General Meeting

April 30, 2010

On April 30, 2010, NSDA held its 54th AGM and Education Day at the Airport Quality Inn. Over 60 members were in attendance. The morning's education day began with an update of Dietitian's of Canada's recent initiatives by Judy Jenkins, DC's Atlantic Regional Executive Director. Following Judy's update was an inspiring presentation led by Mary Sue Waisman entitled "The Only Safe Road to Tomorrow is Leadership". The Power Point presentation is posted on the members-only side of the website under AGM.

At the AGM, NSDA's Executive Manager, Jennifer Garus provided a summary of the new draft bylaws that will take effect once the transition to a college is complete. The Board was very pleased with the level of interest shown in two available board positions; nominations were received for the positions of member at large and president-elect. In the first board election held in years, Stacey Lake and Shelley LeBlanc were appointed as members at large and Patti Simpson was appointed president-elect. Through acclamation, Deborah Everett took on the position of treasurer, Darlene Bogers stepped into the president position, and Jennifer Hutchinson became vice-president. For AGM minutes and other documentation, please refer to the members-only side of the website.

Submitted by: Lindsay MacIsaac, Dietetic Intern

Dietetic Intern Research Project: Board Self-Assessment

Lindsay MacIsaac, a fourth year dietetic student from Mount Saint Vincent University, has been interning with NSDA since April. Lindsay has completed a research project on the board self-assessment process, which is a useful tool to turn a "good" board into a "great" board. Evidence suggests that good board governance practices lead to increased organizational effectiveness. Lindsay has developed and administered a self-assessment questionnaire to NSDA board members and compared the results of current board operations to best practices identified in the literature. Lindsay's final research report highlights strengths of the NSDA board and opportunities for improvement, and also makes recommendations to increase board effectiveness. Survey results and subsequent recommendations will provide a useful framework for the Board's strategic planning session in the fall.

Submitted by: Lindsay MacIsaac, Dietetic Intern

*Membership Update**

Temporary Members:

Erin Croke (2/10)
 Shelley Baccardax (3/10)
 Jessi Fillmore (3/10)
 Sarah Wilson (3/10)
 Bridget Whebby (3/10)
 Tierney McIsaac (4/10)
 Kristin Harris (5/10)
 Jaclyn MacDonald (4/10)
 Jody Lynn DeCoste (4/10)
 Holly Benoit (5/10)
 Dorothy Hoar (6/10)
 Kyna MacInnis (6/10)

New Members:

Jocelyn Jones (4/10)
 Rikki-Lee Noseworthy (6/10)
 Billie Jane Hermosura (6/10)
 Tanya Cole (6/10)

Forfeiture:

Tanya Butts (5/10)

Resigned:

Natalie Thomas (1/10)
 Jill Archibald (3/10)
 Cheryl Robertson (3/10)
 Heather Sandeson (3/10)
 Joan Regimbal (3/10)
 Joan Fownes (3/10)
 Donna Fagan (3/10)
 Lorraine McKelvie (3/10)
 Jane Sparkes (3/10)
 Andrea Godfreyson (3/10)
 Michelle Florence (3/10)
 Angela Fitzgerald (3/10)
 Amber Moase (3/10)
 Bonnie Gloade (3/10)
 Jan McCabe (3/10)
 Muriel Stanway (3/10)
 Cheryl Richard (3/10)
 Katherine Proudfood (5/10)
 Marilyn Campbell Profitt (6/10)

***This update reflects changes in membership from
 January 29, 2010 - June 29, 2010.**

Canadian Dietetic Registration Examination Fall Exam

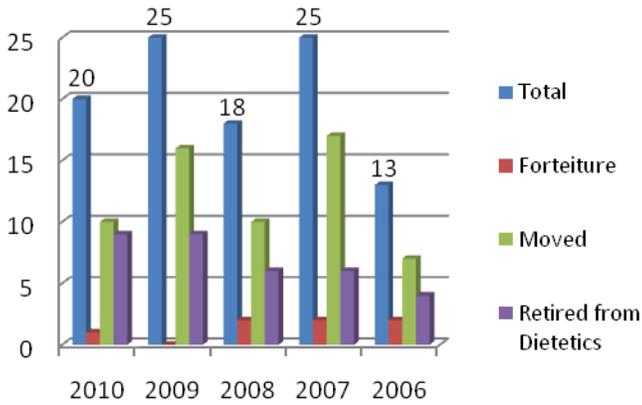
Date: Saturday, November 6, 2010

Location: Mount Saint Vincent University

Application Deadline for Temporary Membership: September 3, 2010

NSDA Member Statistics

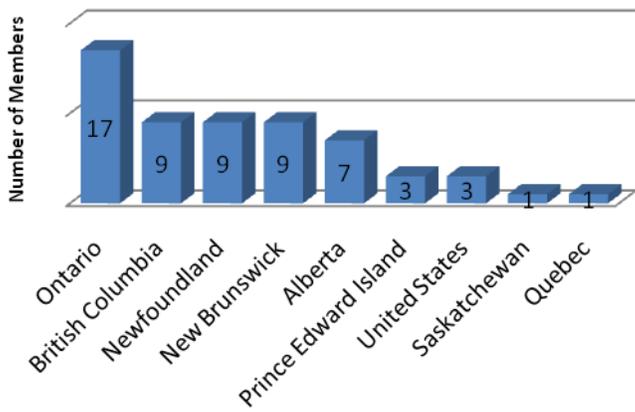
Resignations



The top graph shows that in the last five years, a total of 101 NSDA members resigned (blue bars), predominately due to movement out of the province or country (green bars). The middle graph shows that almost 29% of dietitians who left Nova Scotia from 2006 to 2010 moved to Ontario, followed by British Columbia, Newfoundland and New Brunswick (at just over 15% each).

The number of resignations due to retirement from the dietetic field is on the rise (purple bars). Of those who retired from dietetics between 2006 and 2010, 65% were over the age of 55. As seen in the bottom graph, there are currently 76 members over the age of 55 and an additional 61 members who will be entering retirement age within the next five years. This constitutes 137 members, nearly 30% of the membership, who may be eligible to retire by 2015.

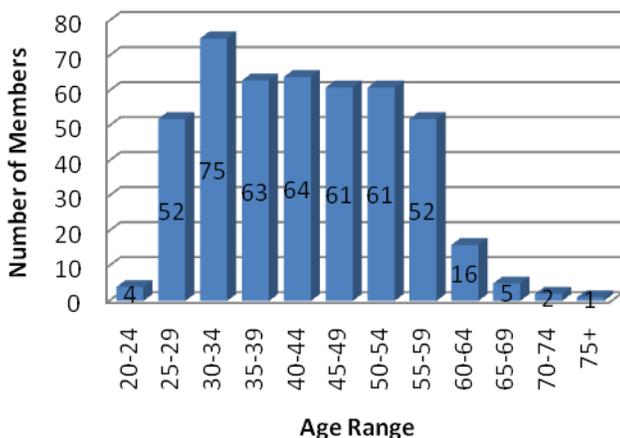
NS Dietitians on the Move



NSDA welcomed 95 new members between 2007 and 2009. If the trend of approximately 32 new NSDA members each year continues, NSDA can expect 160 new members over the next five years.

Despite a slight peak in the 30-34 year age range, the age of Nova Scotia dietitians is fairly evenly dispersed between the ages of 25 to 59.

Age of Current Members



2010 Renewal Highlights:

- 66% of members submitted their renewal payments online via PayPal
- 75% of members submitted their CDTs online, instead of mailing them, saving approximately 4320 sheets of paper!
- 11 members were required to pay late fees, totaling \$1,705
- At year end (March 31, 2010), NSDA had 462 registered members.

Submitted by: Lindsay MacIsaac, Dietetic Intern

Telehealth Session: Differentiating Scopes of Practice

On May 14, 2010, NSDA hosted a Telehealth session at various sites across Nova Scotia addressing the implications that the new legislation will have on dietitians in practice. Marjorie Hickey, with McInnes Cooper Lawyers, led a presentation entitled, "Scope of Practice for Dietitians." The presentation differentiated professional scope of practice, individual scope of practice, and scope of employment. A question and answer session followed.

The scope of a profession describes the roles, functions and accountabilities that the profession is authorized to perform. In contrast, an individual's scope of practice is defined as the roles, functions and accountabilities an *individual member* of a profession is educated and authorized to perform within the scope of the profession. An activity or service that falls under the scope of the dietetic profession may not fall under an individual dietitian's scope. An individual's scope is also defined by their scope of employment; an activity may fall under the professional scope and an individual's scope, however their conditions of employment may prevent them from performing the activity. Dietitians can make use of the American Dietetic Association's Scope of Dietetics Practice Framework Decision Tree (2005), on page 8, to determine if an activity is within their scope of practice.

The Telehealth session was video-taped. If you would like to view the DVD, please contact Jennifer Garus, NSDA Executive Manager.

Questions and Answers:

What is the difference between a college and an association?

The differentiating factor is whether decisions are made in the membership interest or the public interest. An association is largely established as a membership interest group which acts for the benefit of its members. A college acts on behalf of the public and makes decisions in the public interest. In many instances the membership interest is the same as the public interest, and it is when these interests contradict each other that a college must ensure the public interest is priority. In many ways NSDA has been operating as a college.

The objects of the College are to serve and protect the public interest, preserve the integrity of the profession, and maintain public confidence in the ability of the profession to regulate itself. Subject to these objects, the College may advance and promote the profession in the public interest.

What does it mean to be a member of a college?

With membership comes privileges, but with membership also comes responsibilities. Privileges include title protection and practice protection. Members are obligated to maintain their competence and adhere to standards of practice, the code of ethics and other regulatory requirements. Members also have a duty to report another dietitian or health professional if the member believes the individual has engaged in professional misconduct (as defined in the Act), incompetence or in a manner that otherwise poses danger to the public.

When can we start using the designation RD?

Although nothing is currently preventing dietitians from using this designation, it would be confusing to the public if some dietitians start using it and others do not. Until the Act comes into effect, the board of directors suggests to continue use of the designation P.Dt.

How does the formation of the College relate to other professionals in companies whose work is similar, for example non-regulated practitioners?

If a non-regulated professional engages in the practice of dietetics, as defined in the Act, the College has the statutory authority to take action against them. As in current policy, the College will educate the individual as to the rationale for title and practice protection and issue a warning prior to taking legal action.

What criteria are required to be a public representative on the College's board of directors?

Members of the public, who are not members of the College, are invited to sit on the College's board or on a committee of the Board. Those who wish to be a member must apply to the Governor in Council, who would look for attributes such as experience on other boards, ability to communicate and listen, and whether the individual can bring a broad public interest perspective to the Board. A list of criteria are set out and applicants are screened and interviewed through the Governor in Council.

Will dietitians be authorized to order therapeutic diets or TPN or supplements?

These services will fall under the professional scope of practice, however an individual must determine if their employer authorizes them to perform these services and whether these services fall under their individual scope of practice.

Under the definition of the practice of dietetics, the new Act includes "the prescription or ordering of drugs or other agents to optimize nutrition status." What drugs will dietitians be able to prescribe?

There is not a designated list of drugs, as this has proven to be limiting for other regulatory bodies in the past. Guidelines and position statements will be developed by the College to interpret this statement. The proclamation of the Act will not automatically authorize dietitians to prescribe drugs. The authorization to prescribe will evolve over time and it will be important for dietitians to discuss this activity with their employers.

Will I be able to adjust insulin when the new Act is passed?

There will be consultation with stakeholders on insulin adjustments and further guidance will be provided by the College. If you currently have authority to adjust insulin as a delegated medical function in your facility, then you will continue to have this authority. If you do not currently have authority to adjust insulin, wait for further guidance.

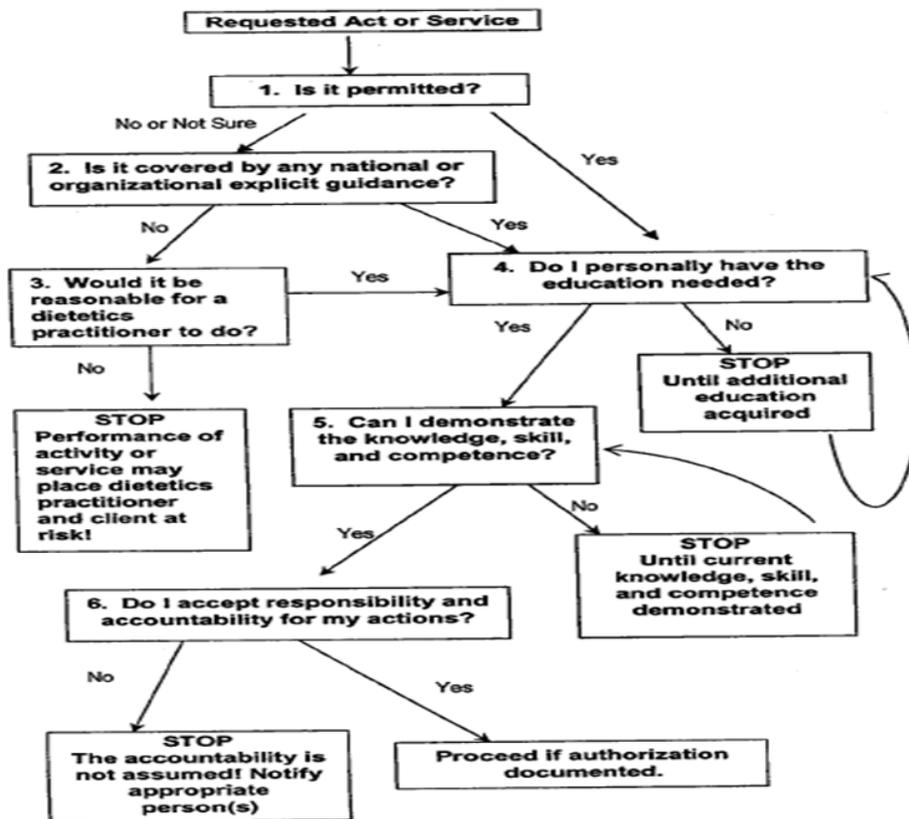
Who determines whether I, as a dietitian, have the education and training to have an activity fall under my individual scope of practice?

Each individual dietitian must perform a self-assessment of their own competencies to determine what services and activities fall under their individual scope.

When the professional scope expands, is an employer obligated to provide training so that these activities also fall under an employed dietitian's individual scope of practice?

No. The employer can decide whether the additional activities are something they want to authorize in their institution and, if so, whether they have the resources to offer training.

DECISION TREE TO DETERMINE WHETHER SPECIFIC ACTIVITY OR SERVICE FALLS WITHIN SCOPE OF PRACTICE



[American Dietetic Association Scope of Dietetics Practice Framework Decision Tree. Reprinted from *J Am Diet Assoc.* 2005; 105:634-640]

Personal Directives Act

The *Personal Directives Act* came into effect on April 1, 2010. The purpose of the Act is to help individuals prepare for the possible onset of incapacity (either temporary or permanent) to make personal care decisions. The Act will also serve to help individuals who have not prepared for incapacity regarding some types of personal care decisions (health care, continuing care, home placement or home care services). This Act has implications to dietetic practice, as personal care decisions include those regarding nutrition and hydration.

For more information about this new legislation, refer to:

<http://gov.ns.ca/just/pda/>

Stepping Stones to Collaborative Practice

Since 2006, the Interprofessional Collaborative Practice (IPCP) Design Team has been working toward a more cooperative and person-centered model of health care. Their vision is to see IPCP, involving the patient, family, and a team of healthcare providers, widespread practice across the province. On June 18, 2010, the Stepping Stones to Collaborative Practice Assembly was held to communicate principles, strategies and actions for creating IPCP care teams within Nova Scotia.

For more information about IPCP and this exciting initiative, please visit the Stepping Stones website:

www.steppingstonesns.org



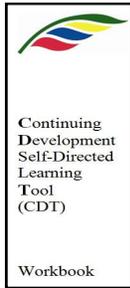
PDEP - PFPN

Partnership for Dietetic Education and Practice

Partenariat pour la formation et la pratique en nutrition

Visit the PDEP website for regular updates on PDEP initiatives. The draft of the *Integrated Competencies for Dietetic Education and Practice* are posted on the website and members will have opportunity to comment on the Competencies through an online survey in the fall of 2010.

www.pdep.ca



CDT Resource Survey

Thank you to everyone who provided feedback on the CDT resources provided on the website. A total of 302 people responded, and the resources were rated predominately as effective. Your comments and suggestions will be considered as resources are developed and revised to support and enhance the continuing competency program.

Members are welcome to attend Board meetings at the NSDA office. Meetings will resume in October and dates will be posted on the calendar on the home page of the NSDA website.

Employment and continuing education opportunities are posted on the members-only side of the website. Email distribution to members will be limited to NSDA communications that update members about issues related to the regulation of the profession.

NSDA posts employment postings and continuing education sessions for members who are seeking new employment opportunities and to support members as they engage in learning opportunities for continuing competency. By sharing this information with members, NSDA does not necessarily endorse the organization or individual for whom it is posting the opportunity.

REMINDER

Please notify NSDA if your employment or home contact information changes. As we rely upon technology to communicate with you, it is especially important that your email address is current in the NSDA database.

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