



NSDA Newsletter

January 2014

President's Message

Happy New Year! I hope that you all enjoyed a peaceful, and joyful Holiday season spent with the special folks in your life and returned to your practice refreshed and renewed. My very best wishes to each of you for a wonderful 2014!

The Board of Directors met November 29 and 30, 2013 to continue the work set out in the four strategic directions that reinforce our commitment to our Vision:

We are an innovative, trusted, and effective regulator that models collaborative leadership to create a culture of excellence which embraces and supports a dynamic scope of practice and the professional expertise of dietitians and nutritionist in their fields of practice.

We were joined by Carla Anglehart, Director of Organizational Development, Health Association Nova Scotia for a facilitated working meeting to review and update each of the four strategic goal statements. This resulted in the identification of key outcome indicators to measure our work and progress towards the achievement of each strategic goal. We are truly excited about this work.

NSDA has corresponded with other regulated health profession boards in Nova Scotia with an expression of interest to come together and collaborate. We are very excited with the positive response we have received from several boards. It is anticipated that an initial meeting will be held within the next few weeks to begin the conversation of how we move this opportunity forward.

Best practice in governance and ongoing development are high priorities for the Board of Directors. Jennifer Garus, Executive Manager, Megan MacInnis, Chair-Elect and myself had the privilege of attending the annual CLEAR (Council on Licensure, Enforcement, and Regulation) conference on October 3-5, 2013 in St. Louis, MI. This was a valuable learning opportunity to learn, network and share with regulators from many public and private sectors from across North America, parts of Europe, and Australia. We returned energized and very proud of the leadership provided by NSDA Board of Directors and staff.

As we prepare for our AGM in May 2014, the Board of Directors look forward to receiving nominations for Honorary Life Membership Awards to be awarded at the AGM. Take the time to recognize one of our colleagues for this important award.

As we prepare for another fiscal year to come to an end, we look forward to the year that lies ahead with much excitement and anticipation. We await the approval of our regulations and proclamation of a College as well as, continue to work with our PDEP partners across the country as we shape the future of the profession. I look forward to meeting many of you at our 2014 AGM being held in Bridgewater on May 2, 2014!



Patti Simpson
President

Important Dates

- | | |
|------------|--|
| February 1 | Online Renewal begins |
| March 10 | Nominations due for Honorary Life Membership Awards & Board positions (see page 7 & 8) |
| March 14 | Meet & Greet members of the Board from 3-3:30 p.m. Old Orchard Inn, Wolfville RSVP: info@nsdassoc.ca |
| March 31 | Membership renewal deadline |
| May 2 | Education Day & Annual General Meeting Bridgewater Best Western Theme: Preceptorship - more details coming soon! |



Call for Nominations - Opportunities on the Board



Please use the Nomination Agreement Form (pg 7) to nominate a colleague or commit yourself to a two-year term with the NSDA board of directors. The deadline for nominations is March 10, 2014.

Opportunities for the 2014-2016 term:

- President elect
- Vice president
- Treasurer
- Member at large (2 positions)

The Role of the Board

The Board governs the organization and manages its affairs in order to meet the organization's mandate, to regulate dietetic practice in the interest of Nova Scotians. It functions according to relevant legislation, regulations, bylaws, and policies. The Board maintains the most beneficial allocation of resources while advancing the college objects. The Board defines in its strategic plan what is to be accomplished consistent with the capabilities of the executive manager and committees to achieve these goals and carries out its job with discipline, emphasizing strategic rather than short-term issues, policy rather than single events, and group rather than individual decisions.

Participation on the Board is an opportunity to contribute to the leadership and decision-making that governs the organization, learn about professional self-regulation, practice competencies not normally performed in your area of practice, add professional experience to your resume, and enable getting to know dietitians in a variety of practice areas from around the province.

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Opportunities on the Board (continued...)

Varying experiences and perspectives contribute to worthwhile discussion and effective decision-making on any board. An orientation session presents an overview of self-regulation, board meeting procedures, and governance policies.

Typically, directors can expect to attend three in-person meetings throughout the year (held on a Friday evening and Saturday), an in-person meeting the day before the AGM, and occasional meetings by conference call. Ideally, nominees have a good understanding of professional self-regulation and are committed to decision-making in the public interest.



The Role of President Elect

The president-elect assists the president as requested by the president and prepares to take on the president's role at the conclusion of his/her term.

The Role of Member at Large

The member at large attends and contributes at all board meetings and participates on a board committee which meets periodically by conference call.

The Role of the Treasurer

The treasurer oversees the financial functioning of the organization for the Board.

The treasurer authorizes all expenditures and signs cheques for disbursements, meets once per month with the executive manager to review financial transactions and reviews financial statements for presentation to the Board, annually reviews current investments and investigates alternative investment possibilities, and presents annual audited financial statement and budget to members at the AGM.

Honorary Life Membership Award

The NSDA board of directors has established an Honorary Life Membership Award in recognition of dietitians who have made an outstanding contribution in the profession of dietetics or who have rendered distinguished or valuable service to the profession. The Board may grant an Honorary Life Membership by resolution and the majority vote of the Board. The award will be limited to three per year.

An Honorary Life Member must be a current or past member. The award consists of a lifetime membership in the organization and an award. Membership fees for the remainder of their career will be waived. The Honorary Life Membership is an associated class of membership. As an Honorary Life Member, attendance and participation at College meetings and on College committees is welcomed. Honorary Life Members will not have voting privileges or be eligible to hold a position on the Board. When the new *Dietitians Act* comes into effect, there will be an active practice and a non-active practice roster. According to the new regulations, an Honorary Life Member is entitled to remain in the active practice roster by participating in the Continuing Competency Program and maintaining the required number of active practice hours.

If you wish to nominate a colleague, complete a nomination form (pg. 8) and forward to NSDA by March 10.

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Conflict of Interest

I recently read an interesting conversation among dietitians on Facebook. It was a dynamic yet respectful debate about conflict of interest when a dietitian could benefit financially from the sale of nutritional products.

The conversation addressed why selling products for profit **should be avoided. Despite the professional's intent, the client may feel pressure to buy or perceive that their best interests are not their caregiver's priority. Selling or endorsing products that are not evidence-based or otherwise considered acceptable by the profession can affect the professional's and profession's integrity. Also, when a professional stands to benefit financially from the sale of products, their professional judgment may be compromised.**

A conflict of interest occurs when an individual or organization is involved in multiple interests where one could possibly influence the other.

Provincial regulatory bodies set standards of ethical practice in their code of ethics. Dietitians of Canada have articulated principles of ethics for the profession in [Principles of Professional Practice](#). The statements in the regulatory body's code are written in a specific manner that articulate the standards of ethical practice of which dietitians are accountable to practice. NSDA's [Code of Ethics for Professional Dietitians](#) addresses conflict of interest in sections 7.3 and 7.4.



"Yes, I am employee of the month again. And yes, I'm the one who chooses the employee of the month. And no, I don't see a conflict of interest."

To date, the Board's stance (with legal consultation) has been to avoid the sale of nutritional products in association with the professional title, *dietitian* or *nutritionist*. Although the professional may have the client's best interest in mind, when a professional sells products to clients and serves to generate a profit from the sale, there may be a perceived conflict of interest.

NSDA is developing position statements, practice standards and guidelines to address practice issues, including conflict of interest and the sale of nutritional products. Stay tuned!

This is a topic relevant to dietetic practice in any practice area or setting. I hope this message triggers critical reflection on the issue. It may also serve as an idea for next year's competency goal: **to better understand conflict of interest as it relates to my practice.**

College Update

Between September and December, half of NSDA's membership attended the College Update. Approximately 260 dietitians/dietetic interns attended a session in one of 18 locations. The session was also video taped and is available for viewing on YouTube. I would like to thank the district dietitians and Sobeys dietitians for helping me to coordinate the meetings. The Sobeys dietitians provided an interesting and informative update on current nutrition trends and products. Thank you Sarah Campbell, Jennifer Ferguson, Jennifer Hamm and Noelle D'Eon!

The purpose of the College Update was to call to your attention, before the Act comes into effect, changes that may impact your registration or your practice. Unfortunately, there remain a number of unknowns until the Regulations are approved and the Act is proclaimed. As soon as information is available, it will be shared with you. Thank you for your comments and feedback. You're always welcome to contact me if you have any questions or concerns.



Jennifer Garus
NSDA Executive Manager

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Continuing Competency Program Audit Results

All members who submitted goal evaluations and their learning log in 2013 were anonymously audited by a team of auditors. Every member received individualized feedback based on an objective auditing tool. The tool is on the members' side of the NSDA website under [Competency Program](#).

| | |
|----------------|------------|
| Total # audits | 160 |
| Well done | 73 (45.5%) |
| Satisfactory | 73 (45.5%) |
| Unsatisfactory | 14 (9%) |

If an auditor found a submission to be unsatisfactory, another auditor audited the submission again to confirm the result. Members with unsatisfactory results were invited to discuss the findings, and will be required to submit their 2013 goal evaluations and learning log in March 2014. Overall, the most common findings were: goals were not learning goals, learning goals were too broad or activities on the learning log were tasks rather than learning activities.

A sample submission is on the website. If you would like to review your submission prior to renewal, please contact Jennifer Garus at nsda@ns.aliantzinc.ca.

VOLUNTEER OPPORTUNITY - AUDITORS

If you are interested in auditing CCP submissions, contact NSDA at info@nsdassoc.ca. There will be a training video, a meeting to practice the auditing process, and an opportunity to audit with a peer. Audits will be done between March and May 2014.



A CCP submission extension may be granted due to medical reasons. A request for extension **must be made before March 31 with a physician's note.**

Contact NSDA for more information.

NSDA is on Facebook

A well known benefit of social media is the ease in which information can be exchanged. There is now a Facebook group to enhance communication with members about regulatory related issues. Employment and continuing education opportunities will also be posted.

With any social media site, there are risks because information is not private. Inappropriate or misinterpreted posts can harm the reputation and integrity of individual professionals or the profession. Posts will be monitored. If you have concerns, please contact NSDA directly. It is not intended to replace the networking forums that already exist (e.g. [Dietitians of Canada's Practice Blog](#), [Dietitians Network of Nova Scotia](#)).

Join the NSDA Facebook group [HERE!](#)



Why Health Professionals Need More Feedback

Written by dietitian Lindsay Buchanan, B.Sc., P.Dt., M.Ed. candidate



Opportunities to both receive and offer effective feedback are absolutely *essential* to professional development. This is especially true in the field of health, where care directly impacts the safety of patients and clients. Effective feedback has been described as “...feedback in which information about previous performance is used to promote positive and desirable development” (Archer, 2009, pp. 102). This type of feedback can be provided through informal sources such as day-to-day interactions with colleagues, patients, clients and learners or from more structured tools such as multi-source or peer assessments.

For many health professionals, regular and scheduled feedback often ends following accreditation. This is truly unfortunate as consistent feedback offers a wonderful opportunity to strengthen learning (Beinstok, Katz, Cox, Hueppchen, Erickson & Pushceck, 2007; Hewson & Little, 1998; Veloski, Boex, Grasberger, Evans, Wolfson, 2006). Without outside input, how else can professionals objectively look at their knowledge and performance, especially when expected to integrate new information, research and technology at increasingly high rates?

Central to the NSDA’s philosophy of lifelong learning is the process of *self-directed assessment seeking* (Eva & Regehr, 2008). Health professionals in other areas of practice are looking to tools such as peer assessments to provide more specific information on clinical skills, communication skills and humanistic qualities of professionalism such as respect, integrity and compassion (Ramsy, Wenrich, Carline, Inui, Larson & LoGerfo, 1993). For those interested in further investigating this method for use in their practice, the Continuing Competency Program has a peer-review template for use on page 23 of the Toolkit (NSDA, 2012).

References

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Beinstok, J.L., Katz, N.T., Cox, S.M., Hueppchen, N., Erickson, S., & Pushceck, E.E. (2007). To the point: medical education reviews – providing feedback. *American Journal of Obstetrics & Gynecology*, 196(6), 508-513.

Eva, K., Regehr, G.. (2008). I’ll never play professional football and other fallacies of self-assessment. *Journal of Continuing Education in the Health Professions*, 28(1), 14-9.

Hewson, M.G., & Little, M.L. (1998). Giving feedback in medical education. *Journal of General Internal Medicine*, 13(2), 111-116

The Nova Scotia Dietetic Association. (2012). Continuing Competency Program Toolkit. Retrieved from https://www.nsdassoc.ca/images/documents/documents/CDT%20e-resources/CCP%20Toolkit_January%202012_Word.doc

Ramsy, P.G., Wenrich, M.D., Carline, J.D., Inui, T.S., Larson, E.B., & LoGerfo, J.P. (1993). Use of Peer Ratings to Evaluate Physician Performance. *The Journal of the American Medical Association*, 269(3), 1655-60.



Lindsay Buchanan
Professional Dietitian

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NSDA BOARD OF DIRECTORS
NOMINATION AGREEMENT FORM

I, _____, agree to allow my name to stand for the
NSDA board of director position of _____ for the 2014-2016
term.

The following three NSDA members, in good standing, support my nomination.

1. _____
Signature NSDA Registration Number

2. _____
Signature NSDA Registration Number

3. _____
Signature NSDA Registration Number

Signature of Candidate

NSDA Registration Number

SCAN or FAX TO NSDA

(902) 835-0523

info@nsdassoc.ca



HONORARY LIFE MEMBERSHIP
NOMINATION FORM

I, _____, nominate
_____ for the Honorary Life Membership.

The following three NSDA members support my nomination.

1. _____
Signature NSDA Registration Number

2. _____
Signature NSDA Registration Number

3. _____
Signature NSDA Registration Number

Include a written summary of the nominee's career and identify in detail why the nominee is worthy of the award.

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