



2021 ANNUAL REPORT
NOVA SCOTIA
DIETETIC ASSOCIATION

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ABOUT NSDA

MISSION

In the public interest, NSDA regulates dietitians and nutritionists to practice in a safe, ethical and competent manner.

VISION

Trust and excellence in regulation and practice

STRATEGIC GOAL STATEMENTS

Strategic Direction 1: Equity Diversity and Inclusion

- ◆ Integrate the principles of equity, diversity and inclusion into NSDA Board Governance and Operations.
- ◆ Collaborate with others to identify strategic interventions to enhance the cultural safety and competency of our operational processes.
- ◆ Promote cultural competency as a standard of practice for Dietitians and Nutritionists in Nova Scotia.

Strategic Direction 2: Regulation of Practice

- ◆ Establish a strategy for the board to influence timely proclamation of the Act and the transition to a college.
- ◆ Begin development of preceptor competencies.
- ◆ Implement continuing competency program following the review of the Network.

Strategic Direction 3: Governance Excellence

- ◆ Develop recruitment framework and implement an effective recruitment strategy for NSDA board.

CORE FUNCTIONS

NSDA's core functions include addressing complaints, registration and promoting continuing competency and professional practice.



ORGANIZATIONAL STRUCTURE

BOARD OF DIRECTORS

President— Sarah MacDonald

Registrar—Erica Reynolds

President elect—vacant

Secretary—Jennifer Josey

Treasurer— Amy MacDonald

Vice president—Judy Lowe

Members at large—Valerie MacPherson, Sarah Campbell-Bligh, Kolten MacDonell, Tierney Saunders

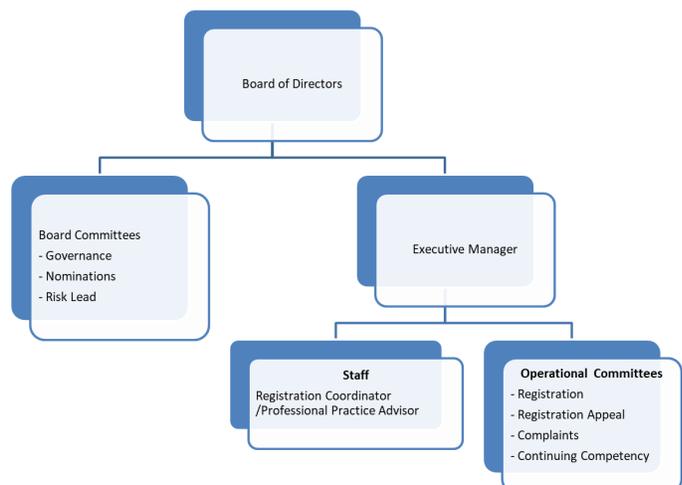


Top row (left to right) Amanda Connors, Jennifer Hemeon, Valerie MacPherson, Amy MacDonald. Middle row: Jennifer Josey, Tierney Saunders, Sarah MacDonald, Judy Lowe. Bottom row: Erika Reynolds, Kolten MacDonell, Sarah Campbell-Bligh.

STAFF

Executive Manager (full-time) —Jennifer Hemeon

Registration Coordinator/Practice Advisor (part-time) — Amanda Connors



PRESIDENT'S REPORT

As we are one year into the global pandemic, I'm reflecting on the strong work of the NSDA board of directors, and staff. Despite challenges and novel ways of working – we continue to work towards the NSDA mission of regulating dietitians and nutritionists to practice in a safe, ethical and competent manner.

This past year saw the board focused on reaffirming NSDA's mission and vision, and we continue to update our values, and how to ensure they are integrated into the work of the board. Our strategic goal statements were also refreshed to reflect the progress made towards our previous goals, and the current calls to action to address equity in regulation and practice. And the work ahead is not small, nor simple. Understanding and addressing the ways in which systemic racism impacts our work in regulation, strengthening our board recruitment processes, and continuing to work with our partners, and stakeholders, to move towards college proclamation.

As one of NSDA's strategic goal statement supporting the Regulation of Practice, the Board continues to develop a strategy to influence timely proclamation of the Act and transition to a college. The new Act enables the regulation of practice, rather than protection of title and provides clarity to stakeholders that the organization is not a professional association.

Through the NSDA board of directors, we have identified to the Department of Health the serious implications of the delayed proclamation, and the impact this has on NSDA and our ability to fulfill our mandate of public protection, the impact to the health system, and of course the impact to Nova Scotian dietitians and nutritionists.

While we have received word that our file is being reviewed, at this point in time we are looking to supplement our strategy with support of Nova Scotian dietitians and nutritionists. Please stay tuned for messaging about what you can do to support this important work.

The NSDA board of directors is a committed and dedicated group of volunteers that continues to pursue the organizational vision – I thank them all for their ongoing involvement. I look forward to continuing to act as President as we move forward to the work ahead.

Respectfully submitted,

Sarah MacDonald, PDt

President, NSDA Board of Directors



EXECUTIVE MANAGER'S REPORT

I am pleased to report on this year's initiatives and provide an overview of collaborative initiatives. NSDA's collaboration with the Alliance of Canadian Dietetic Regulatory Bodies (the Alliance) and the Nova Scotia Regulated Health Professions Network (the Network) continues.

In April 2020, the Fairness Review Officer conducted its review of NSDA's registration process. [The Report](#) outlines the Officer's findings and areas for improvement. NSDA's registration processes are compliant with the Fair Registration Practices Act.

A new cloud-based registration management system was implemented in January 2020. It will provide an easier to use interface, and new and enhanced features, including: a customized public search/automated update and posting of the registrant directory onto the website, an application review system that provides feedback to the applicant, improved interface for the CCP learning log and Jurisprudence e-learning module, administration features to minimize staff workload, the ability to create and publish surveys, an event-planning software, voting tool, the ability to send mass emails to registrants, and a more comprehensive member support service.

I continue to participate on the Alliance as the director for the Canadian Dietetic Registration Exam (CDRE) and sit on the Network's executive council. These partnerships enable NSDA to keep up to date on dietetic regulations across the country and with health professions' current initiatives within the province. Communication related to the pandemic with these partners supported NSDA's work to establish the [Direction for Dietitians in the Private Sector Returning to In-person Nutrition Care Service](#) and [Ethical Considerations for Dietitians during the COVID-19 Pandemic](#). These partnerships also provide the opportunity to stay up-to-date on how professional regulation is changing in Canada, and understand the trends and potential impact on professional regulation in Nova Scotia.

This year, I have engaged in professional development to enhance my understanding of the principles of equity, diversity and inclusion. Over time, and in-line with Strategic Direction # 1 (pg. 3), operational policies and processes will continue to be reviewed and revised to reflect these principles.

A new working group has been established to draft preceptorship competencies in-line with Strategic Direction #2 (pg. 3) and I suspect that progress on revising the Continuing Competency Program will resume in 2021/22 in collaboration with the provincial network of regulators. I wish to thank dietitians who volunteer their time above and beyond their employment and family commitments to participate on NSDA's operational committees.

Respectfully submitted,

Jennifer Hemeon, PDt, MScAHN

Executive Manager



COMMITTEE REPORTS

Continuing Competency Committee

The Continuing Competency Committee was not active during the 2020/21 fiscal year. The Board of Directors cancelled the 2020 audit of continuing competency submissions due to the COVID pandemic. Bonnie Conrad was appointed as the committee's new chairperson.

Complaints Committee

Members: Jennifer Hemeon, Deborah Everett

One formal complaint is currently under investigation by the Complaints Committee. Upon the completion of the investigation, the Board of Directors will address the complaint as per the Professional Dietitians Act.

Registration Committee

Members: Audra Gallant (chair), Lisa Slauenwhite, Audra Gallant, Pam Soley, Connie Foote, Daphne Lordly, Nicole Druhin-McGinn, Teresa Flynn, Amanda Connors (ex-officio, staff), Jennifer Garus (ex-officio, staff)

Audra Gallant was appointed to the role of chair in January 2020, and replaced Lisa Slauenwhite. This fiscal year, the Registration Committee met four times and their work involved:

- ◆ Revising the reinstatement policy for board approval
- ◆ Reviewing and establishing PLAR related policies for board approval
- ◆ Registration decision related to reinstatement
- ◆ New registration application from international applicant

Registration Appeal Committee

There have not been any registration appeals.



REGISTRATION

New Registrants 2020/21

Full License

Dean Simon	2020-04-01
Lorraine McKelvie	2020-04-01
Mays Ibrahim	2020-05-13
Natalie Quatnamer	2020-05-15
Nicole Bloschinski	2020-05-05
Cheri Cosby	2020-06-03
Sarah Dacey	2020-07-08
Megnan Rombeck	2020-10-14
Katherine Hillier	2020-07-17
Stephanie Keddy	2020-08-26
Khlood Aly	2020-09-08
Melissa Hardy	2020-10-05
Jill Conrod	2020-10-13
Sarah MacGregor	2020-10-20
Ellen Greenan	2020-10-27
Kayla Dicks	2020-11-04
Andrea Paul	2020-11-10
Nikolas Kielburger	2020-12-22
Renee Bujold	2020-12-22
Kyle Butler	2020-12-22
Abbey Chisholm	2020-12-22
Terri Finbow	2020-12-22
Kelsey Fleming	2020-12-22
Kathryn Fraser	2020-12-22
Rachel Hiltz	2020-12-22
Carmen Lilley	2020-12-22
Sophia Lloyd	2020-12-22
Julia MacDonald	2020-12-22
Rachel MacKenzie	2020-12-22
Elizabeth Manderson	2020-12-22
Keisha McDonald-Sellar	2020-12-22
Bailey McNutt	2020-12-22
Amy Mireault	2020-12-22
Hailegh Robb	2020-12-22
Karen Stewart	2020-12-22
Morgan Urquhart	2020-12-22
Yingying Xu	2020-12-22
Hamid Ferdowsi	2021-01-11
Brittnee Zwicker	2021-02-16
Emily Duvar	2020-05-09

Temporary Members

Jocelyne Labonté
Caroline Anderson
Kaitlyn Franklin
Heather Bonnell
Natalie Perry
Christie Bakes
Katie Cox
Jessica Tremblay
Danielle Leffler
Caitlin Sanderson

Resignations 2020/21

Laurie Silver	2020-04-01
Claire Egan	2020-06-30
Ryan Lane	2020-06-30
Kristin Genereux	2020-06-30
Maude Morin	2020-06-30
Kathleen Tozer	2020-06-30
Vince Zicarelli	2020-06-30
Jessica Hawes	2020-06-30
Marika Wamback	2020-06-30
Mark Rogers	2020-06-30
Paula Edwards	2020-06-30
Jenny McDonald	2020-06-30
Janice Terry	2020-06-30
Rebecca DeWare	2020-06-30
Jenna Nagle	2020-08-04
Brandy McIntosh	2021-03-31
Kyle Butler	2021-03-31
Elizabeth Skelhorn	2021-03-31
Elizabeth MacDonald	2021-03-31
Melissa Quirk	2021-03-31
Genevieve Lefebvre	2021-03-31
Jillian Reid	2021-03-31
Danielle MacIntyre	2021-03-31
Carmen Perry	2021-03-31
Ashley Higson	2021-03-31
Howard Selig	2021-03-31
Gail Kaiser	2021-03-31
Angela Best	2021-03-31
Jessica Roy	2021-03-31
Taylor Hartwig	2021-03-31
Dean Simon	2021-03-31

On March 31, 2021, there were 612 full full-licensed registrants and 10 temporary members.

During the 2020/21 fiscal year, 40 new dietitians registered with NSDA as full licensed registrants.

Since March 31, 2020, 30 dietitians resigned due to end of career or move to another jurisdiction. This number is higher than usual. The March 31, 2020 renewal deadline was extended to June 30, 2020 due to the COVID-19 pandemic. Therefore, the number of resignations reflects the 2020 and 2021 renewal deadlines. For the end of the 2021 renewal period, there were 17 resignations.



PROFESSIONAL PRACTICE

NSDA's practice advisor addresses registrants' questions about professional practice issues. This year, common questions asked by registrants were most commonly related to the dietetic scope of practice, care directives, virtual practice, and testimonials.

Delegated medical functions previously authorized dietitians to perform activities commonly performed by other health care professionals, including the adjustment of insulin, and ordering diets and enteral feeding regimes. Medical directives are no longer in force and care directives may authorize dietitians to continue conducting the activities they performed under medical delegation. Care directives are employment policies that enable the dietitian to perform activities that they are competent to perform. NSDA staff have met with Nova Scotia Health Authority to clarify the dietetic scope of practice under the current Professional Dietitians Act (1989) and the changes that will occur when the new Dietitians Act (2009) comes into force.

Due to the pandemic, more dietitians provided care virtually. Questions related to this topic were common. NSDA's [Virtual Practice Policy](#) is in place to direct dietitians' virtual practice in Nova Scotia and across provincial borders.

Questions related to the use of testimonials were more common. The [Position Statement on the Recommendation, Endorsement and Sale of Nutritional Products](#) and the new [Standards of Practice](#) address the use of testimonials. As a profession that relies on evidence-based practice, the use of testimonials is not permitted. Testimonials can also compromise a client's privacy.

NSDA's Practice Advisor/Registration Coordinator, Amanda Connors, is employed part-time and is available to answer dietitians', other health professionals', and the public's questions about dietetic practice, support dietitians to complete the Continuing Competency Program and support applicants through the registration process.



Amanda Connors, PDt
Practice Advisor/Registration Coordinator

FINANCIAL SUMMARY

Financial statements for the year ending March 31, 2020 have been audited. The audited financial statements will be presented at the AGM and are posted on the NSDA website.

For the year ending March 31, 2021, the net income of ~ \$35,000 was more than budgeted because actual revenue exceeded budgeted revenue and total expenditures were less than expected. This amount will be added to the contingency fund.

The estimated contingency fund at year end, is \$167,500. The goal is to maintain a minimum of \$100,000 for emergency use or for expenses associated with a complaint.

	2020/21 Budget	2020/21 Projected *	Difference
Total Revenue	\$265,950	~\$276,000	~\$10,000 Over budget
Total Expenses	\$265,950	~\$241,000	~\$25,000 Under budget
Net Gain	0	~\$35,000	

* estimates based on the 2020/21 unaudited year-end statement

2021-22 Proposed Budget

A balanced budget is being proposed. Key differences between the 2020/21 and 2021/22 expenditures include funds for consultants to manage projects and increased funds allocated to staffing. Due to the pandemic, expenses for travel, accommodations and in-person meetings will be limited. Funds associated with proclamation are not within the proposed budget. If they are required during the fiscal year, they will be drawn from the contingency.

Amy MacDonald
Treasurer

Proposed budget for the 2021/2022 fiscal year

REVENUE	
Exam Fees	\$ 21,000.00
Membership Dues	232,000.00
Application and Late Fees	4,700.00
Temporary Members	7,000.00
Interest and GIC	3,500.00
Mis. Income	350.00
TOTAL REVENUE	\$ 268,550.00
EXPENDITURES	
Office expenses	\$ 4,400.00
Office Rental	13,550.00
Insurance	4,370.00
Fees to enable credit card payment	6,000.00
Website	9,500.00
Audit	5,200.00
Alliance	2,774.00
CDRE fees	21,000.00
Misc. Expenses	500.00
Provincial Regulatory Network	815.00
Legal Expenses	10,000.00
COMMITTEES	
Registration	200.00
Continuing Competence	200.00
Complaints Committee	2,000.00
STAFF	
Meals/travel	1,200.00
Staff Development/Education	1,200.00
Salaries/Consultants	178,591.00
BOARD EXPENSES	
Meeting costs	3,000.00
Board Development	2,500.00
Misc Board Expenses	250.00
TOTAL EXPENSES	\$ 268,550.00
DIFFERENCE	-