



MILESTONES

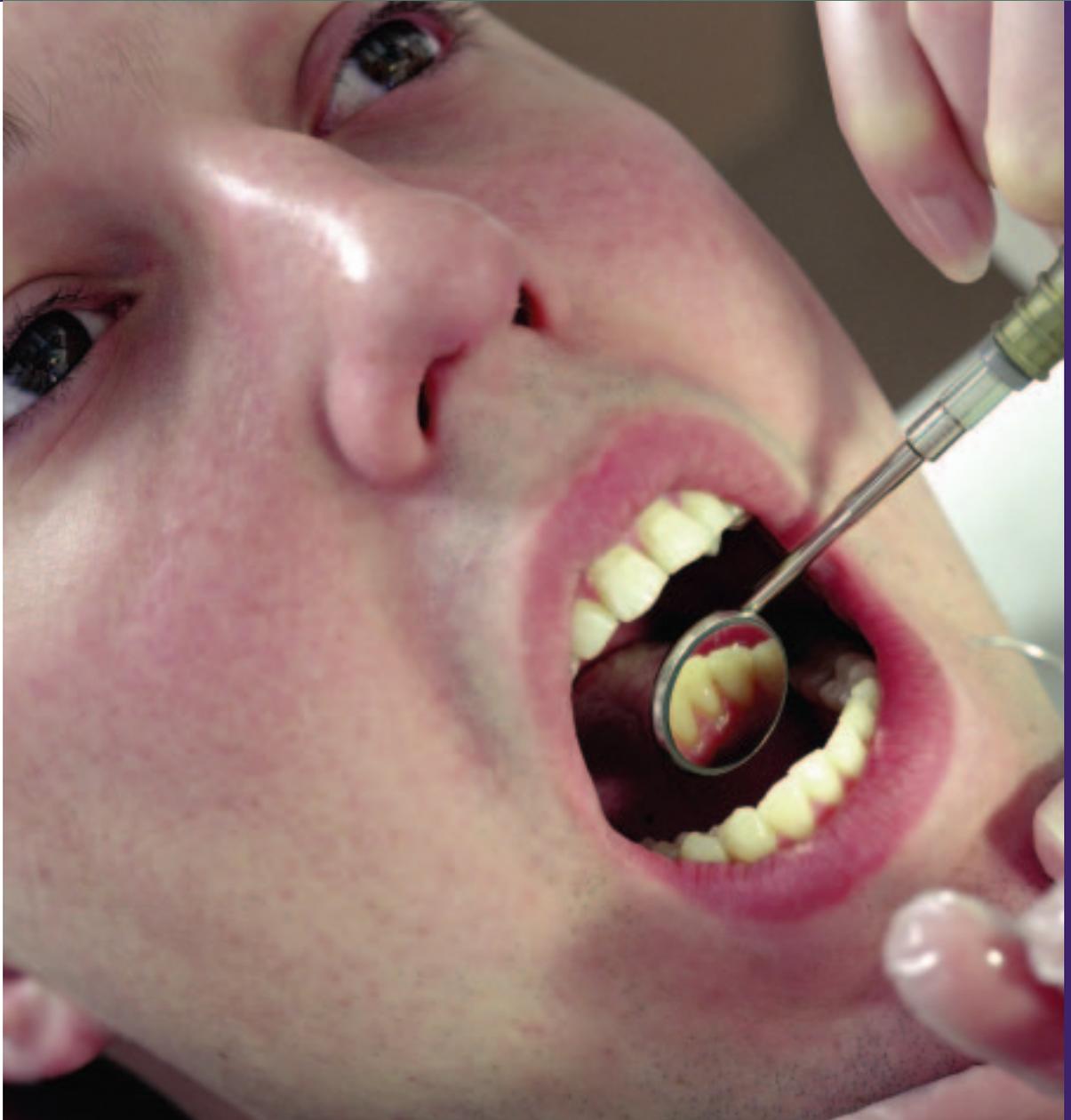
Resource for Dental Hygienists in Ontario

MARCH 2007

www.cdho.org

College of Dental
Hygienists of Ontario

•
L'Ordre des hygiénistes
dentaires de l'Ontario



We'd Like to Introduce	2
Cover Story	4
Quality Assurance	11
Council's Corner	12
Practically Speaking	13

BILL 171 THE IMPLICATIONS FOR DENTAL HYGIENISTS

Publications Mail Agreement No. 40026784

Return undeliverable Canadian addresses to THE COLLEGE OF DENTAL HYGIENISTS OF ONTARIO, 69 Bloor St. East, Suite 300, Toronto, ON M4W 1A9, e-mail; admin@cdho.org



MISSION STATEMENT

The mission of the College of Dental Hygienists of Ontario is to regulate the practice of dental hygiene in the interest of the overall health and safety of the public of Ontario.

ÉNONCÉ DE MISSION

La mission de l'Ordre des hygiénistes dentaires de l'Ontario consiste à réglementer l'exercice de la profession d'hygiène dentaire de sorte à favoriser l'état de santé global et la sécurité du public ontarien.

CONTACT US

In the Toronto area call:
416-961-6234
Toll Free Long Distance:
1-800 268-2346
www.cdho.org

Registrar/Chief Administrative Officer
Fran Richardson
Ext. 229, frichardson@cdho.org

Executive Assistant to the Registrar
Jane Cain
Ext. 226, jcain@cdho.org

Deputy Registrar
Evelyn Waters
Ext. 228, ewaters@cdho.org

Administrative Assistant to the Deputy Registrar
Claudia Galben
Ext. 237, cgalben@cdho.org

Director, Administrative Services
Margaret Stevenson
Ext. 235, mstevenson@cdho.org

Practice Advisor/Quality Assurance Administrator
Lisa Taylor
Ext. 239, ltaylor@cdho.org

Registration Coordinator
Joyce Quan
Ext. 238, jqquan@cdho.org

Communication Services Coordinator
Diane Colautti
Ext. 231, dcolautti@cdho.org

Quality Assurance Assistant
Denise Lalonde
Ext. 230, dlalonde@cdho.org

Receptionist
Celine Weeling-Lee
Ext. 0 or 221, cweeinglee@cdho.org

Director of Finance
Mimi Pichelli
Ext. 227, mpichelli@cdho.org

WE'D LIKE TO INTRODUCE...

► NEW COUNCIL MEMBERS



Ilga St. Onge,
District #8



Susan Raynak,
Academic

► 2007 EXECUTIVE COMMITTEE

The Executive Committee, which is comprised of three dental hygienists and two members of the public appointed by the government, was elected by the members of Council pursuant to Schedule II of Bylaw No.3. The term is one year.



Cathie Mazal-Kuula,
President



Kathleen Feres Patry,
Vice President



Linda Jamieson,
Professional Member



Derrick McLennon,
Public Member



Gordon Campbell,
Public Member

► NON-COUNCIL MEMBERS

Non-Council Members are chosen by Council to sit and deliberate on specific Committees. They are not members of Council and apply to Council rather than being elected in a particular district. The term is three years.



Jennifer McLean
(Orangeville),
Registration/Discipline
Committees



Elaine Powell
(Thunder Bay),
Complaints/Patient
Relations Committees



Heather Murray
(Unionville),
Quality Assurance/
Discipline Committees



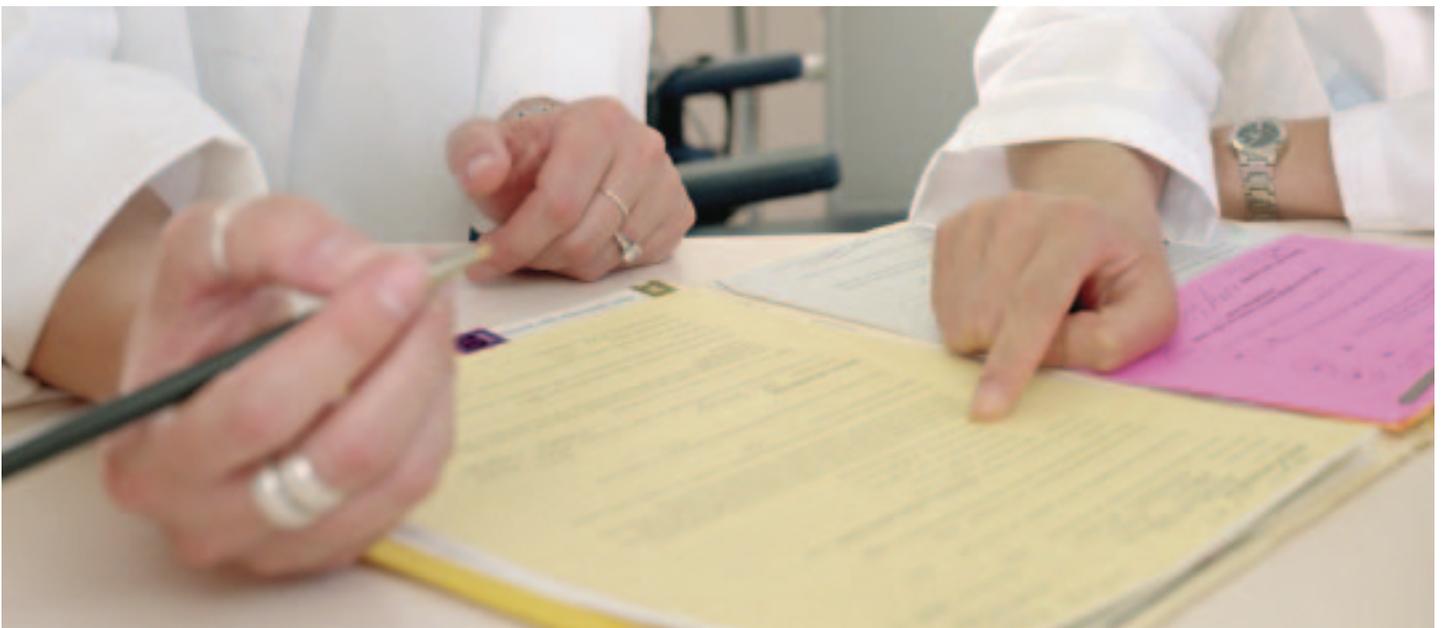
Varinder Singh
(Mississauga),
Quality Assurance
Committee



AN INTERPROFESSIONAL GUIDE ON THE USE OF ORDERS, DIRECTIVES AND DELEGATION FOR REGULATED HEALTH PROFESSIONALS IN ONTARIO

The Federation of Health Regulatory Colleges of Ontario has developed a guide to address questions, variances and confusion regarding the use of orders – direct orders and medical directives – and delegation across all professions and practice settings in the province to facilitate interprofessional care in accordance with regulatory and legislative requirements. It is designed to complement and assist with fulfilling guidelines, standards and regulations developed by health profession Colleges. The guide is based on a framework of the fundamental cornerstones of health professional practice: public protection and patient safety achieved through regulated health professions practising independently and interdependently in accordance with expectations of professional practice.

To access the guide and templates, please go to “A Guide to Medical Directives and Delegation” at: <http://www.regulatedhealthprofessions.on.ca>





BILL 171 THE IMPLICATIONS FOR DENTAL HYGIENISTS

► By Fran Richardson, **Registrar**

When Bill 171 was introduced into the Legislature on December 12, 2006, it began the last step in the government process that will provide the people of Ontario with increased access to preventive oral health care; when, where and by whom they choose. Bill 171 is an Omnibus Bill (*Health System Improvements Act, 2006*) and contains much more than just an amendment to the *Dental Hygiene Act, 1991(DHA)*. Bill 171 includes amendments to the *Regulated Health Professions Act, 1991* that will also impact on dental hygienists and the people they serve; as it includes the creation of new Colleges, and the rearranging of how existing colleges function. There are definitely some significant developments that the CDHO will be monitoring and on which it will be commenting when Bill 171 comes before Committee in April. Nevertheless, the most significant aspect of Bill 171, for dental hygiene, is the inclusion, by the present government, of a series of amendments to the *DHA*.

Dental hygienists in Ontario are very well aware that both the College of Dental Hygienists of Ontario (CDHO) and the Ontario Dental Hygienists' Association (ODHA) have been working on amendments to the *Dental Hygiene Act* ever since the *DHA* was proclaimed in 1993 with the ubiquitous 'order' included in Section 5 of the *Act*. Just to be clear – that 'order' was never supposed to be in the *DHA*; it was a compromise made at the time as a result of intense lobbying by organized dentistry. **The inclusion of 'order' was a mistake fourteen years ago and it is a mistake today.** Dental hygienists know when to proceed with treatment, when to consult and when to refer. For anyone else to say otherwise, is an insult to the profession. The public respects and needs preventive oral health care services and sometimes experiences overwhelming



obstacles to getting them under the current system. Removal of the 'order' will remove a major barrier to access.

The public's right to choose their healthcare provider(s) is a principal of the *Regulated Health Professions Act* and the *Canada Health Act*.

There has been wide consultation on the proposed Contraindications Regulation. Despite the fact that many dental hygienists and interested parties considered the regulation too restrictive and ambiguous, the CDHO Council passed the proposed regulation as distributed. This was because the CDHO honoured its commitment in the four-party agreement made between the Royal College of Dental Surgeons of Ontario (RCDSO), Ontario Dental Association (ODA), ODHA and CDHO. The proposed Regulation was the product of an agreement in the *Memorandum of Understanding* between the ODA and ODHA which put the CDHO in a very difficult position. Nevertheless, the CDHO kept its promise and expects the other three organizations to do likewise in supporting the *DHAA* in Bill 171.

The other issue of concern within the *DHAA* component of Bill 171 is the consideration of the educational preparation of dental hygienists for self-initiation. Many will remember that in the past, organized dentistry has opposed an enhancement of credentials for entry-to-practice dental hygiene, even though dentistry has not been the regulator for well over a decade. This situation has repeated itself

throughout the country. The CDHO has no immediate plans to amend the entry-to-practice regulations and stands by the 1995/96 HPRAC Reports which stated that dental hygienists have the knowledge, skill and judgment to self-initiate the controlled act of "*scaling teeth and root planing, including curetting surrounding tissue.*" In 1995 and again in 1996, HPRAC concluded that dental hygienists are competent to decide if it is appropriate and safe to proceed with dental hygiene services without an 'order' from a dentist. This conclusion holds true today. The CDHO has an excellent Quality Assurance Program (QAP) that ensures that dental hygienists have continuous competencies throughout their careers.

The QAP is but one example of the CDHO's proactive approach to protect the public. The College has a self-initiation regulation ready for government approval and we have a course of action that will prepare dental hygienists to work competently, comfortably and safely within a self-initiation environment. Current data from the CDHO QAP indicates that those dental hygienists, who currently have increased autonomy, also have the highest quality of practice. This statistic provides increased evidence that professional responsibility is what is required for client safety and not the oversight of the employer. However, the QAP will not be the only support mechanism for those dental hygienists who are self-initiating. The College has a plan and that plan will be considered by the CDHO Council at its meeting in June 2007. If Council agrees, then the plan will be implemented upon proclamation of Bill 171.

Government Bills require three readings in the Legislature. First Reading is the introduction; Second Reading entails a debate on the policy and principles of the Bill that, if approved, results in the Bill being sent to a specific Committee for hearings or consultation. Third Reading involves another debate, after which the Legislature can be expected to pass the Bill. The Bill then requires Royal Assent. Sometime later proclamation occurs, which means the Bill comes into legal force and effect.

In the case of Bill 171, Second Reading will most likely occur shortly after the House returns in mid-March. Because Bill 171 is an Omnibus Bill, having many sections with varied content, there will probably be limited time for each section during the Committee hearings. After the hearings, the Committee will report back to the Legislature with any amendments it proposes. Third Reading will occur sometime thereafter. If the Bill is passed at Third Reading, is given Royal Assent. It then awaits proclamation before enactment. Many of the components of Bill 171 will have a two year delay to allow the Colleges to reconfigure their structures and operations prior to enacting the changes. This is not so for the *DHAA* component which will become law as soon as possible after Royal Assent.

Representatives of the ODA have stated that they are concerned about the safety aspects of dental hygienists self-initiating.

The CDHO is concerned about public safety at all times, not just when dental hygienists are working without an 'order' from a dentist. The CDHO was established to protect the public and is carrying out its mandate. The CDHO has published Standards of Practice, a published Code of Ethics and a solid, transparent Quality Assurance Program. Unfortunately, not all organizations have produced such documents. The CDHO is proud of its record of protecting public safety.

In November 2006, the CDHO retained Dr. Gordon Atherley to provide an independent opinion on the Expert Panel Report dated October 10, 2006. The Expert Panel Report did not contain a consensus opinion on the education and preparation of dental hygienists to self-initiate the controlled act of "*scaling teeth and root planing, including curetting surrounding tissue.*" Dr. Atherley provided his opinion to Council on January 26, 2006. (Available on the CDHO website at www.cdho.org)

Dr. Atherley came to the conclusion that the provision of preventive oral health care that is reasonably priced, easily accessible and provided by the regulated health care professional of choice is not only a fundamental right but is also a social justice issue. He noted that the proposed regulation on self-initiation is vague and that the requirement for a dental hygienist to obtain a clearance from a physician may not be practical in an already overburdened health care system. In addition, Dr. Atherley noted that the arguments put forward by organized dentistry regarding its position that increased education is required for self-initiation were based on their concepts of "risk and safety." He did not agree with their assertion that additional education was required. However, he did note that all regulated health professions have the responsibility of ensuring that their members have access to current information. The key word was "access." The Report stated that the CDHO, as the regulatory authority for dental hygienists in Ontario, is fully capable of facilitating and monitoring this component of dental hygiene practice. Finally, Dr. Atherley concluded that the ability of the public to access the preventive oral health care services when, where and from whom the public choose is well aligned with the broader issues of public policy.

In the coming months, the CDHO will be investing significant resources into the development of the aforementioned plan. Of course, that plan is of little value if the legislation is not passed by the Legislature and proclaimed by the government. However, the CDHO is confident that Mr. McGuinty's promise to amend the *DHA* in accordance with the 1996 HPRAC Report will come to fruition prior to the termination of the current legislative session. The people of Ontario deserve no less!

SUMMARY OF DECISION & REASONS FOR DECISION - SHERYL GAIL BAKER



In a hearing held on August 25, 2006, a Panel of the Discipline Committee found Ms. Sheryl Baker guilty of professional misconduct under paragraphs 30 (failing to reply), 42 (contravening the legislation), and 47 (unprofessional misconduct) of Section 15 of Ontario Regulation 218/94 as amended.

Under the Quality Assurance regulations, members of the College are required to comply with the requirements of the College's Quality Assurance Program. Those requirements include the following:

- (a) developing and maintaining a professional portfolio,
- (b) during every year participating in continuing quality improvement activities sufficient to indicate that the member continues to have and to apply in his or her dental hygiene practice the knowledge, skills, judgment and attitudes required to practice dental hygiene in compliance with the College's standards of practice and ethics,
- (c) accurately and completely documenting those activities in the member's professional portfolio, and
- (d) cooperating with an assessment of her/his professional portfolio, quality improvement activities and practice to evaluate the member's knowledge, skills, judgment and attitudes.

Those requirements are set out in ss. 19-23 of Ontario Regulation 218/94, as amended and s.82 of the *Health Professions Procedural Code*.

Ms. Baker failed to cooperate with the Quality Assurance Committee and with the College as a whole and breached her written agreement to the College. She failed to respond to its many communications. Furthermore, although Ms. Baker ultimately did submit her portfolio, she breached her written assurance to the College that she would provide her professional portfolio in a timely way, as required.

The Panel wanted to make clear that compliance with the Quality Assurance Program was a fundamental obligation of the profession. As the Committee had stated in another case, it was not just a matter of a filing requirement, nor a failure to comply or just a technical breach of the rules. The Quality Assurance Program is very important and strongly connected to safe and effective client/patient care. It is critical that Ms. Baker and all registrants recognize this connection.

The College of Dental Hygienists of Ontario's Quality Assurance Program, of which the Professional Portfolio is a component, requires the dental hygienist to:

- Reflect upon one's own performance in the provision of patient care
- Identify areas of performance that require improvement
- Develop Continuing Quality Improvement (CQI) activities

These requirements are essential to ensure that every dental hygienist maintains and improves her/his level of competence through continuous acquisition of knowledge, skills and judgment. The Panel considered that the penalty proposed and ordered would serve as a specific deterrent to Ms. Baker and as a general deterrent to other registrants of the profession.

Aggravating factors in this case included the repeated failure to cooperate with the Quality Assurance Committee, after numerous opportunities to comply that extended over a one and a half year period. Ms. Baker breached her verbal agreement with the College, suggesting a failure to comprehend the connection between continuing quality improvement activities and competent, safe and effective patient care. Furthermore, Ms. Baker did not properly appreciate her duty to cooperate with the College which has the obligation to ensure that there is compliance with the requirements of the Quality Assurance Program.

► **The Panel took into consideration that:**

- (a) there was no previous finding of misconduct against Ms. Baker by the Discipline Committee;
- (b) that she acknowledged her misconduct by pleading guilty; and
- (c) that she was experiencing difficult personal and family circumstances which was offered as an explanation but not a justification for her conduct.

While the Panel sympathized with her personal problems, it was noted that the College had been very reasonable and patient in dealing with her over the period of non-compliance. However, dental hygienists like other health professionals, must abide by their obligations, even in trying personal times, if they wish to continue to practice. It is important that this message be loud and clear.

► **Therefore, the Panel accepted a joint submission on order as follows:**

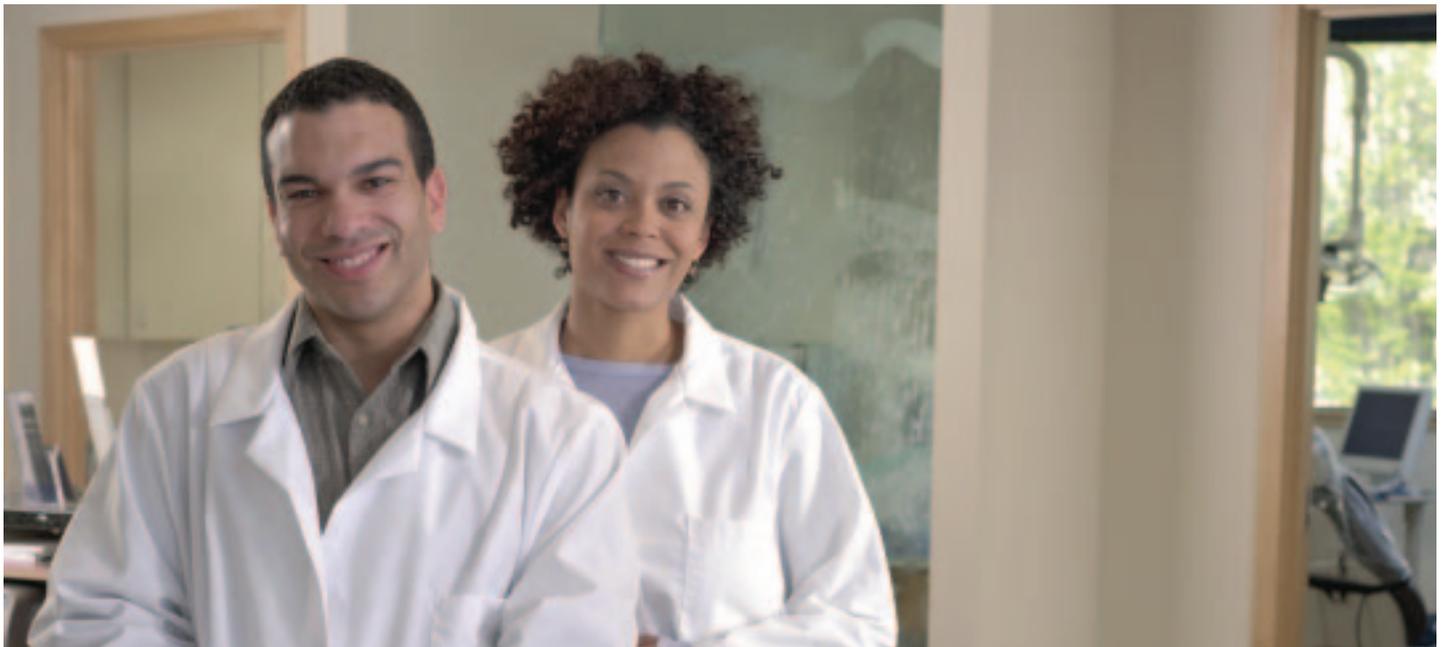
1. that Ms. Baker shall receive a reprimand, the fact of which shall be recorded on the register.
2. that Ms. Baker's certificate of registration shall be suspended for three weeks to commence on a date to be fixed by the Registrar.
3. that the Registrar shall suspend two weeks of the suspension ordered in paragraph 2 herein and Ms. Baker shall be required to serve the remaining two weeks of the three-week suspension if she fails to comply with the remainder of this Order. If any dispute shall arise between Ms. Baker and the College as to whether she is in breach of a provision of this Order, the dispute shall be referred to a Panel of the Discipline Committee for further adjudication. The parties shall have the opportunity to make full submissions to that Panel before it renders a decision. If thereafter, the Panel determines that Ms. Baker has breached a provision of this Order, then and only then shall she be required to serve the remaining two weeks of her three-week suspension, to commence on a date to be fixed by the Registrar.
4. that the Registrar shall impose the following specified terms, conditions and limitations on the certificate of registration of Ms. Baker:
 - (a) For a period of two years, commencing on the date the Discipline Panel's Order becomes final, Ms. Baker shall reply appropriately and within 30 days to a written inquiry made by the College that requests a response; and
 - (b) Ms. Baker shall successfully complete, in the opinion of the Registrar, an Ethics and Jurisprudence course acceptable to the Registrar, at Ms. Baker's own expense, within six months from the date the Discipline Panel's Order becomes final.
5. that Ms. Baker shall pay to the College the amount of \$2,400.00 in costs at the rate of \$100.00 per month, starting on the 15th day of the first month after completing the first week of her suspension. No interest will accrue on the outstanding amounts so long as they are paid on time. At all times, Ms. Baker shall be at liberty to increase the amount of her monthly payment, solely at her discretion.

Ms. Baker waived her right of appeal and the reprimand was administered by the Panel.



New Registrants – October 24, 2006 - February 8, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Agranovitch, Lioubov	010880	Drumm, Jennifer	010812	Khwaja, Fatima	010771	Roberts, Sara Anne Lea	010871
Ahmad, Rula	010774	DuQuesnay, Jeanine Marie	010833	Krueger, Lindsay Dawn	010835	Rosenzwaig, Marianna	010856
Ahmed, Sadaf	010735	Eid, Antoine	010820	Lahti, Jessica Audrey	010789	Rowland, Janelle	010818
Akhtar, Saima	010730	Estrabillo, Shella	010848	Landry, Stephanie	010791	Russell, Aaron	010807
Alarie, Norm	010857	Eves, Megan Erin	010762	Lech, Svetlana Tanya	010854	Ryserse, Alison Diane	010849
Asencio, Priscila De Almeida	010797	Fijal, Adriana	010852	Lee, Sheri Lynn	010824	Sandhu, Harnoop	010742
Atkinson, Jaime Lea	010821	Filipe, Debbie Clara	010749	Lemesurier, Jacqueline	010729	Schneider, Jennifer Lynn	010769
Atta, Elham	010759	Finn, Jannel	010877	Lemieux, Jenelle	010770	Sfetkopoulos, Faye	010741
Avetissova, Elvira	010756	Fountain, Jennifer Louise	010753	Li, Furong	010811	Shahriary, Mina	010838
Baldeo, Shelley Nicole	010751	Gawdunyk, Emily Elizabeth	010876	Lopez, Fema	010763	Sheppard, Tanya Lynn	010747
Balogh, Elissa	010754	Gertig, Danielle Frances	010790	Luu, Jennifer	010725	Shulman, Anna	010846
Barber, Suzie	010781	Girgis, Saeed	010775	MacDonald, Sheila Anne	010829	Singh, Diljyot	010767
Bergman, Nicole Stephanie	010851	Godek, Helena	010748	Maj, Joanna E	010815	Souliere, Julia	010866
Biro, Kimberley	010799	Golijanin, Sladjana	010800	Mason, Meghan Elizabeth Sage	010779	Spaling, Nicole	010752
Bizama, Fabiola	010870	Goncalves, Sonia Lopes	010872	Melbourne, Harmony	010801	Spiegelhalter, Susan Jane	010853
Blais, Rachelle M M	010826	Greco, Sabrina	010813	Milborrow, Darlene Nadia	010805	Stephenson, Terra	010834
Bodogh, Katie	010795	Gunby, Tracy	010786	Mitchell, Emilie	010788	Street, Stephanie Rebecca	010842
Bolusmjak, Lori	010875	Hale, Melissa	010768	Morgason, Rachel M	010847	Sura, Priti	010744
Bowler, Candace	010755	Hall, Kelly	010780	Morrison, Angela	010803	Taghizadeh, Behrooz	010737
Bronska, Yuliya	010732	Han, Ting	010822	Munghen, Joanne	010862	Taylor, Erin Ava	010766
Brooker, Tara Marie	010745	Harrypersad, Lovina	010816	Murchie, Haseena	010784	Teseo, Daniela Anna	010783
Bruce, Alana	010782	Hayes, Jill	010793	Muzzell, Erin E	010804	Thorn, Lisa Laurielle	010825
Campbell, Denise Francine	010736	Hazell, Fay	010869	Nagiub, Hanany	010733	Tran, Lily	010734
Candline, Alyson Undina-Maureen	010868	Head, Andrea Nicole	010808	Nestico, Francesca	010777	Tran, Tam	010760
Catton, Amy	010758	Hopper, Tara	010832	Nicholson, Jennifer Ruth	010855	Tremblay, Amy Louise	010867
Chanthavong, Chulaphone	010740	Hurren, Rebecca	010836	Odzala, Ieva	010809	Tremblay, Janelle	010841
Chesla, Michelle Marie	010863	Hussain, Hajera	010828	Ozkan, Abby	010776	Tschirhart, Heather	010727
Chow, Jenny Jing Yee	010839	Hutton, Natasha Eugenia	010750	Parsons, Jennifer Lynn	010850	Turcotte, Katia	010858
Christieson, Linzie Nicole	010778	Impala, Miriam	010830	Pattison, Cara	010794	Tzioumis, Maria	010865
Clemente, Rosario Domingo	010785	Indelicato, Christina	010802	Penfold, Emilie Dawn	010765	Van Zandwijk, Catherine Elizabeth	010844
Condren, Danielle Nicole	010837	Iskander, Bassem John	010814	Platt, Lisa	010878	Verma, Mala	010738
Cragg, Michelle	010859	Ivic, Marisa	010845	Pomeroy, Shelley Denise	010772	Wakefield, Heather	010773
Currie, Mallory Ann	010787	Jacobsen, Stephanie Marie	010860	Pudlik, Magdalena	010840	Wardlaw, Wendy	010879
Daher, Ziad	010819	Jenkins, Cassie	010746	Puley, Tamsan TD	010798	Zaid, Ghazala	010823
D'Amelio, Adriana	010817	Jones, Sue	010792	Rapacz, Margaret	010827	Zanetti, Natalie	010764
DeAbreu, Stephen	010864	Kalnins, Lauren	010873	Reid, Amanda Elizabeth	010806	Zhang, Jing Lei	010743
Dhillon, Narinder	010861	Karayan, Rosalina	010796	Reid, Sarah Doreen	010761	Zhou, Jing	010731
Dhiman, Amrit	010810	Kaur, Amanjit	010739	Roadknight, Pearl	010757	Zhuk, Olyana	010874
Dief, Marlene	010726	Khan, Nerissa Ferina	010831	Roberge, Lisa	010843		



STATUS UPDATE

Resigned/Revoked Registrants

In accordance with section 24 of the *Regulated Health Professions Act (Code)*, the following registrants have been suspended/revoked for non-payment of the annual renewal fee. These registrants were forwarded notice of the intention to suspend and provided with two months in which to pay the fee. If a registrant who has been suspended for non-payment does not reinstate her/his certificate of registration, that certificate is deemed to be revoked two years after the failure to pay the annual fee. Some registrants choose to resign from the College at renewal time.

Resignations – January 1, 2007 - February 8, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Angood, Lizanne Michele	004172	Godina, Svetlana	009870	Lebrun, Suzanne	007012	Pryde, Heather Mary	006758
Baker, Janet Claire	000240	Graham, Virginia Adele	000099	Leffler, Tracy Lynn	010455	Rai, Gurjeet Kaur	007414
Boersma, Elise	008470	Gregory, Dawn Ellen	008513	Legare, Roxanne Josee	005230	Rochon, Eileen Carol	000223
Borozny, Cheryl Ann	010565	Gutbrod, Esther Larissa	008026	Lewis, Michelle Lynn	009920	Roman, Ana Floarea	001417
Carter, Carole C	001864	Harris, Francine G	002135	Lowry, Judith Ann	000417	Samson, Karyn	008302
Davey-Norsworthy, Lynda Elaine	001160	Hawryluk, Donna Francis	001134	MacLeod, Cheryl Anne	002927	Sheehan, Nancy Jean	000331
Dawson-North, Leslie Anne	004179	Hicks, Carola Ursula	000593	Mandoub Hashemi, Seid Alireza	008374	Sheppard, Lisa Dawn	010582
De Lellis, Lori Anna	007444	Horky, Nancy Joanne	002080	Martin, Melissa Sue	009158	Shigetomi, Lisa Kelly	005418
Donegan, Johnette Dorothy	000255	Hornby, Barbara Jane	000370	Milkeraitis, Peggy	000588	Skippen, Samantha Ashleigh	010649
Dubreuil, Elizabeth Alice	006282	Huang, Pun-Wai	000877	Miller, Margaret Ellen	000427	Thibault, Susan	002522
Edwards, Nicole Marie	007836	Hunt, Jody Aletta	009342	Mityakova, Viktoriya	010728	Thomson, Brenda Lynn	002056
Fox, Jodi Dianne	004918	James, Lynn M	000358	Moore, Melinda	008703	Tofflemire, Lynda Loraine	002093
Fraser, Jeannette Diane	000244	Karlova, Svetlana	008062	Moran, Evelyne	002113	Trudel, Serafina Maria	003667
Gellerman, Gari Lynne	000403	Kirk, Linda Margaret	000725	Mosselson, Beryl Ann	003097	Von Niebelschutz, Katheline	002649
Giroux, Sharon Della	010571	Laplante-Ouimet, Karine Janik	007691	Mott, Caroline Anne	010617	Weber-Moss, Kathleen	004264
Godin, Annie	010145	Larocque, Tracy Elizabeth	004049	Omotani, Linda Elizabeth	002390		

Reinstated – May 26, 2006 - February 13, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Sandra Lynn Baker	007441	Jennifer Ruthe Fenton	005444	Lorri-Jane Hussey	008413	Helen Lynn Zandbergen	006919
Mireille Chambers	008525	Emily Elizabeth Forbes	009637	Lisa C Kelch	009492		
Anne Elizabeth Cooney	006934	Kristin Melissa Gorr	009461	Anna Lorraine Kordos	009791		
Michelle Diskic	008292	Leisa Cavell Hirtz	004197	Connie Monardo	005604		

2007 Revocations

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Aikman-Freedom, Penelope Gail	000153	Esrock, Amanda	005665	Byrne, Melanie Ruth	007876	Gauthier, Melanie	009007
Hedlund, Jane Eva	001098	Braunshtein, Regina	006124	Lafond, Céline H	007961	Wepruk, Tara R	009279
Himmel, Paula Sue	002492	Taylor, Michael Ramsey	006189	Doucet, Véronique	008317	Juneau, April	009318
Kovorsky Steingold, Anna	004928	Girn, Jasmine	006654	Comeau, Nicole Denise	008785	Chapman, Charity Catherine	009487
Matthews, Kelly Michele	005058	Squires, Shirley Marie	006772	Larose, Lianne	008934		
DeMendonca, Sandra Marie	005298	Vaillancourt, Lianne Nicole	006949	Altani, Alnar Amirali	008972		

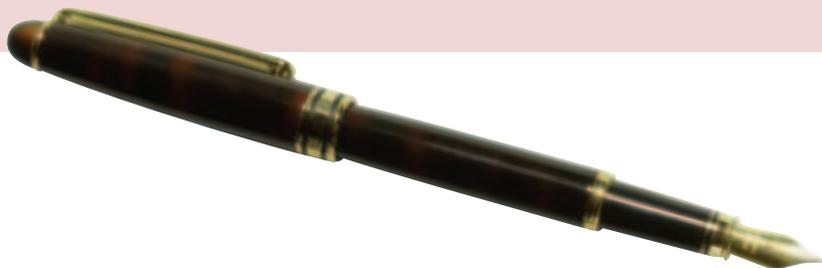


REGISTRANT LETTER OF APOLOGY— COMMENTS FROM THE REGISTRAR

The following is an excerpt of a letter of apology which was requested by the Executive Committee of the College as a result of a registrant's failure to abide by a signed Undertaking to remain current with her/his certificate of registration.

The College of Dental Hygienists of Ontario
Attention Registrar, Fran Richardson

As requested, I am writing this letter of apology regarding my unintentional failure to pay my CDHO registration fees on time. I clearly recognize the differences between paying my College licensure fees and my association/liability insurance. The purpose of the College is to regulate the practice of Dental Hygiene and protect the public, whereas the Associations are advocates and support the profession of Dental Hygiene. In ten years of practice, this is unfortunately the second time I have paid my College fees late due to changes in address. I do appreciate the responsibilities of each member to keep their file up-to-date with the College, including immediate notice of change in address. I also recognize the reasons why the College would be forced to revoke one's license if their fees are not paid on time. Thank you.



While the registrant has acknowledged s/he was in error, there are some points that are pertinent for **all** registrants.

1. Under the *RHPA, 1991* the term "license" is no longer applicable since all regulated health care practitioners now have a certificate of registration;
2. As per Section 16.8 (4) Bylaw No. 3, a registrant must notify the College within seven (7) days of any change of address (home or business);
3. Certificates of Registration that have been suspended by the Registrar are revoked the day after the second anniversary of the suspension, if the suspension is still in effect (i.e. if a registrant receives a notice of suspension for non-payment of fees, her/his certificate will be revoked in two years plus a day unless the registrant applies for a lifting of that suspension);
4. Registrants practicing while their certificate has been suspended/revoked are practicing illegally and their professional liability insurance may be null and void during that time;
5. Professional misconduct includes:
 - failing to pay money owed to the College
 - failing to reply appropriately or within a reasonable time to a written inquiry made by the College that requests a response
 - failing to abide by a written Undertaking given by the member of the College, or to carry out an agreement entered into with the College *O. Reg.70/06 Part V 28, 30, 36.*

Registrants are advised to review the professional misconduct regulations, found at the back of their copy of the *Dental Hygiene Act, 1991* or on www.e-laws@gov.on.ca



QUALITY ASSURANCE

PROFESSIONAL PORTFOLIO/ PRACTICE REVIEW 2007

The selection process for the 2007 Professional Portfolio/Practice review is about to begin. Dental hygienists selected to participate in this year's review will receive their letters early in April. You will be asked to submit your completed 2006 professional portfolio by **May 11, 2007**. All dental hygienists holding a general or specialty certificate of registration are required to have their portfolios ready to be submitted when requested to do so. The current professional portfolio forms may be downloaded from the CDHO website www.cdho.org.

Here are some of the questions dental hygienists ask about the quality assurance portfolio.

Q: Do I need to type my portfolio?

Typed or word processed is preferred. Handwritten portfolios are acceptable as long as they are legible when photocopied. Legible means easily read and understood by others.

Q: I am not working as a dental hygienist, do I still need a portfolio?

Yes. If you are registered with this College you must have a professional portfolio. If you maintain a general or specialty certificate of registration you are included in the selection for the Peer Review.

Q: I am not working as a dental hygienist but have a general certificate of registration, do I need to do continuing education?

Yes. You have the same obligations for continuing your competency level as working dental hygienists. You are expected to make learning goals that will prepare you for when you return to practice. You will record your learning in your portfolio.

Q: I am an RDH holding a general certificate with the College, but am close to retirement. Can I be exempt from the Quality Assurance Program?

No. All registrants holding a general or specialty certificate of registration must comply with the Quality Assurance Program without exception.

Q: I work as a temp, how do I complete my typical day?

You will have to assess what a typical day is for you. What services do you typically provide? What is your role in your client's process of care? What infection control protocols do you ensure for all clients? What are you recording in your client record?

Q: Will my employer know the results of my professional portfolio/practice review?

Your results will be kept confidential. The Quality Assurance Committee will mail you the results of your assessment.

Q: Do I have to use the College forms to document my learning activities?

Yes. It is important that all CDHO registrants' Quality Assurance records be in a consistent format to facilitate a fair evaluation process.

Q: What kind of learning activities will the Quality Assurance Committee accept?

The committee accepts a wide range of learning activities such as seminars, journal reading, video tapes, professional activities/research, peer discussions, etc. There is the expectation that all learning will be based on current dental hygiene research and theory, and will be relevant to your dental hygiene practice. This will need to be documented and demonstrated in your professional portfolio. You must show the Committee that you are remaining competent through continuous learning that relates to your practice.

Professional Portfolio Tutorial
now available at:
www.cdho.org/quality_dd.htm



COUNCIL'S CORNER

COUNCIL MEETING HIGHLIGHTS, January 26, 2007

Elections were held for the positions on the Executive Committee for 2007. The results are as follows:

- Cathie Mazal-Kuula (District #7), President
- Kathleen Feres Patry (District #6), Vice President
- Gordon Campbell (Public Member)
- Linda Jamieson (Dental Hygiene Educator)
- Derrick McLennon (Public Member)

The Administrative report noted that there were a total of 8,859 registrants as of January 9, 2007. The 2007 annual registration renewal form was placed on the website for registrants to access and download as required. On-line registration renewal process for 2007 was carried out in all districts with great success.

Elections were held in Districts #4 and #8. Shirley Silverman and Carole Ono were elected in District #4 and Ilga St. Onge was acclaimed in District #8. A by-election among full time dental hygiene academic faculty was held to fill the academic vacancy when Carole Ono let her name stand in District #4. Susan Raynak from Confederation College was selected by her peers.

The College welcomed Claudia Galben to the position of Administrative Assistant to the Deputy Registrar.

The Minister of Health & Long-Term Care George Smitherman introduced Bill 171, the *Health System Improvements Act, 2006* that includes an amendment to the *Dental Hygiene Act, 1991*. It is anticipated that Bill 171 will go for Second Reading and be referred to a Standing Committee. The College commissioned an independent researcher, Dr. Gordon Atherley of Greyhead Associates to provide his opinion on the report of the Expert Panel that commented on the education of dental hygienists for self-initiation. Dr. Atherley's report is posted to the CDHO website at www.cdho.org.

The CDHO participated in the Canadian Dental Hygienists Association Student Summit held in Toronto on January 20, 2007. The CDHO sponsored an information booth, a presentation by Council Member Nancy Kitchen on restorative dental hygiene practice and a presentation by the Registrar on self-regulation.

Council approved at Third Reading the proposed Regulation on Contradictions for Self-Initiation. The proposed regulation will be forwarded to the Ministry of Health & Long-Term Care for expeditious processing.

The Executive Committee reported that there is one civil case pending regarding an individual who was using the title "dental hygienist" and who was reported to be performing the controlled act of "scaling teeth and root planing, including curetting surrounding tissue."

One situation was resolved when the Executive Committee was assured that their concerns were addressed by the registrant in a signed Acknowledgement and Undertaking. In another matter, one registrant was called in to meet with the Executive Committee to assure them that she understood and respected the issues that brought her before them and that it would not happen again.

An investigation was launched because of an anonymous complaint, but upon investigation the College determined that no further action was required. There are two ongoing investigations.

The Complaints Committee completed its investigation of two complaints. In one case, the Committee determined that no further action be taken. In the other case, the decision required the registrant to attend before a Panel of the Complaints Committee for a caution. There are three complaints currently being investigated by the Committee.

It was reported that a discipline hearing was held on January 24, 2007 in the matter of Nancy Davis. A summary of the proceedings will be published in a subsequent edition of *Milestones*. A discipline hearing was held on August 25, 2006 in the matter of Sheryl Gail Baker. A summary of the proceedings is featured in this edition of *Milestones*.

The Registration Committee reviewed two applications from graduates of non-accredited courses of study outside of North America. In both cases, they determined that the courses of study were equivalent to having successfully completed an approved accredited dental hygiene program. The Committee also approved an applicant for a specialty certificate of registration, subject to successful completion of the Specialty Certificate of Registration examinations.

The Committee approved amendments to the process outlining the Clinical Competency Assessments and are in the process of approving guidelines for a jurisprudence course.

COUNCIL MEETING DATES

2007 Council Meeting Dates:
Friday, October 19, 2007
Toronto Board of Trade

The next meeting of Council is scheduled for **Friday, June 1, 2007** at the Toronto Board of Trade, 77 Adelaide Street West, Toronto. All are welcome to attend. For further information please contact Jane Cain at (416) 961-6234 or outside the Toronto area at (1-800) 268-2346 ext. 226 or e-mail jcain@cdho.org.

PRACTICALLY SPEAKING

Practically Speaking is an educational tool designed to help dental hygienists gain a better understanding of how regulation affects the delivery of dental hygiene services in Ontario. This column offers general advice only. Registrants with specific questions should consult the Practice Advisor, Lisa Taylor directly.

WORKPLACE HEALTH & SAFETY

The overwhelming majority of dental hygienists in the province of Ontario practise in workplaces which are covered by the *Occupational Health and Safety Act*, with the exception of those who are employed by the federal government (who are covered by the Canadian Labour Code). In essence, this means that as dental hygienists, we are protected against health and safety hazards on the job. Both the employer and employees have a shared responsibility in making the workplace safe for everyone. The Ministry of Labour enforces the *Health and Safety Act* and also serves to conduct workplace inspections. The Ministry www.labour.gov.on.ca/english/hs/index.html is also a wealth of information for any questions that dental hygienists may have regarding Workplace Health and Safety.



Does my Workplace Need to Have a Health and Safety Program?

According to the *Health and Safety Act*, if your workplace has six or more employees, a Health and Safety program is required. In addition, if your workplace uses any of the controlled products covered by WHMIS (and *all* dental offices will have some, if not many, of these products), you must have the proper labeling and Material Safety Data Sheets to accompany such products. Please refer to the section on WHMIS below.

The Rights of Workers

All workers in the dental setting have three basic rights: 1) the right to participate; 2) the right to know; and 3) the right to refuse work.

The Right to Participate

As dental hygienists in the workplace, we have the right to be involved in health and safety programs, identifying workplace hazards, and working towards rectifying any areas of concern with respect to health and safety. Depending on the number of employees in the workplace, workers may participate on either a Health or Safety Committee (for workplaces with twenty or more employees) or more likely in the case of dental hygiene, as a Health and Safety Representative (in workplaces with six or more employees).

Health and Safety Representatives or members of a committee have many functions, such as identifying any hazards in the workplace, investigating/documenting accidents, and performing monthly health and safety inspections of the workplace.



The Right to Know

Dental hygienists have the right to know about any hazards or potential hazards to which they may be exposed to in the workplace. "This means the right to be trained and to have information on machinery, equipment, working conditions, processes and hazardous substances (Ministry of Labour, 2002, p.2)." The Workplace Hazardous Materials Information System (WHMIS) plays an important role in knowing about the materials (mainly chemicals) that we work with. WHMIS will be discussed later in the article.

The Right to Refuse Work

Dental hygienists have a right to refuse work that they believe is dangerous to either their own health and safety or that of another worker.

The Responsibility of the Employer

The employer in the dental setting has the responsibility to make the workplace safe for everyone. This includes informing workers about any hazards, keeping equipment in good working condition, providing a written policy for health and safety, providing proper training and education for hazardous materials, posting a copy of the *Health and Safety Act*, and keeping proper records regarding any issues.

Workplace Hazardous Materials Information System (WHMIS)

WHMIS is a system that allows us to be informed about the hazardous materials (referred to as "controlled products"), that we work with in the dental setting. WHMIS is a law, and essentially it forces suppliers of controlled products to provide information in the form of a Material Safety Data Sheet (MSDS) to purchasers. Employers are required to provide this information to workers. As an employer, one is legally obligated to provide employees with MSDSs for each and every controlled product in the practice setting.

How WHMIS Works

Controlled products will have a specific label that bears a hatched border and one or more specific WHMIS classification symbols (there are six different symbols in all) inside the border. When a controlled product is ordered, the supplier should send along a Material Safety Data Sheet. If they do not, you should call the supplier and request one. These sheets should be kept in an organized binder for easy reference for *all* workers. MSDS sheets should always be kept and must be no older than three years old. MSDSs are a wealth of information including toxicology data for the product, protective equipment required to work with the product, safe handling and storage, and what to do in the case of accidental contact or spilling. It is this information that is your key to working safely with the chemicals that are encountered in a dental / dental hygiene practice.

What Would Be Examples of WHMIS Products in the Dental Setting?

Many of the products that we use are controlled products. The following is a short list of examples; you will find many more in your workplace:

- fixer and developing solutions
- disinfecting solutions
- cleaning solutions for suction lines
- handpiece lubricants

What Are the WHMIS Symbols That I Should Be Aware of?

The following link will provide the WHMIS symbols that you need to be aware of:

www.labour.gov.on.ca/english/hs/whmis/whmis_appa.html

I Have No Health and Safety Program in Place...What Should I Do?

If you have no Health and Safety program in place, you should work towards implementing one as soon as possible. Here is what you can do to get started:

- 1) A great starting point is the Ministry of Labour website. View the Occupational Health and Safety Act Guide at: <http://www.labour.gov.on.ca/english/hs/ohsaguide/index.html>
Another place for small businesses to begin is at the IAPA website: <http://www.iapa.ca/business/>
- 2) Talk about this at your workplace, and get involved. Any hazards such as chemicals need to be identified, and rectified (chemicals, faulty equipment).
- 3) Learn WHMIS and take an inventory of the controlled products in your workplace. Material Safety Data Sheets can be obtained through your supplier. Organize MSDSs in a binder and have all workers read them.
- 4) Perform monthly health and safety inspections of your workplace. Devise a checklist of areas to be inspected.

The information included in this article has provided a brief overview to a very large topic. It is suggested that registrants explore deeper into this subject. Implementing such a program requires a team approach and a shared responsibility. Remember, not only is workplace health and safety a law, but it will also protect your health and keep you working safely.

Sue Eckenswiller is a Registered Dental Hygienist, entrepreneur, and has taught Health and Safety at Georgian College for several years. She has implemented Health and Safety programs in the offices in which she worked, and acts as a resource for many dental professionals regarding Health and Safety issues. Ms. Eckenswiller is a graduate of the George Brown College Dental Hygiene Program. In addition, she holds a B.Sc. from the University of Waterloo, a B.Ed. from Brock University and is a M.Ed candidate.

Lisa Taylor would like to thank Sue Eckenswiller for contributing to this edition of Practically Speaking.





NOTICE

This year the Federation of Health Regulatory Colleges of Ontario and Steinecke Maciura LeBlanc are presenting a seminar on, *"The Only Constant is Change: Recent Developments in Health Law"*. For additional information go to: http://www.regulatedhealthprofessions.on.ca/objects/Brochure_0207.pdf

FOR YOUR INFORMATION

Great-West Life is now accepting direct claims from dental hygienists for those covered in public service. For more information go to:

http://www.tbs-sct.gc.ca/hr-rh/in-ai/2006/1205_e.asp

Considering Starting your Own Dental Hygiene Business?

Resources available to help you get started:

- ODHA www.odha.on.ca
- CDHA www.cdha.ca
- Government of Ontario www.gov.on.ca, click on "Gateway for Business"
- Courses are available through your local Community College on starting/operating a business.

REMINDER

All requests for tax receipts, certificates of professional conduct (letter of good standing) or duplicate certificates must be in writing to the attention of Joyce Quan.

Requests can be faxed to (416) 961-6028; e-mailed to jquan@cdho.org or mailed to 69 Bloor Street East, Suite 300, Toronto Ontario M4W 1A9.

PLEASE INCLUDE YOUR REGISTRATION NUMBER ON ALL CORRESPONDENCE

NSF / RETURNED CHEQUES

All returned cheques are subject to a \$25.00 administration fee. The replacement payment must be made with a money order.

The registrant is responsible for notifying the College of an address or name change within seven (7) days of that change.

Milestones is published periodically by the College of Dental Hygienists of Ontario, 69 Bloor Street East, Suite 300, Toronto, Ontario M4W 1A9
Telephone • 416 961-6234 Toll Free • 1 800 268-2346 Facsimile • 416 961-6028

Milestones is the official publication of the College of Dental Hygienists of Ontario.

Comments or Questions on issues relating to the dental hygiene profession are welcome.

© 2006 College of Dental Hygienists of Ontario.

This newsletter is copyrighted and may be copied or reproduced when full acknowledgement is given to the copyright holder.

