



MILESTONES

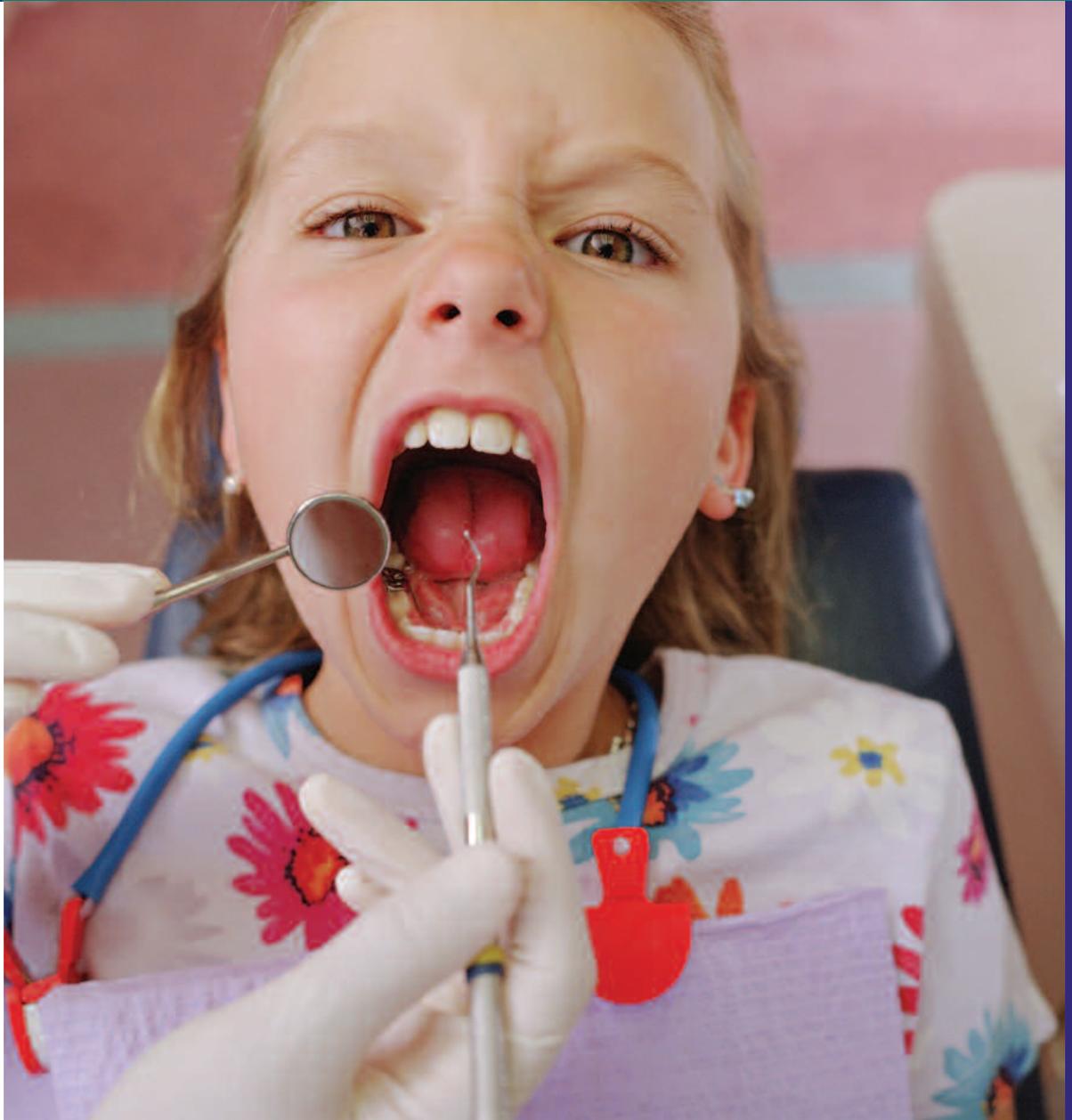
Resource for Dental Hygienists in Ontario

NOVEMBER 2006

www.cdho.org

College of Dental
Hygienists of Ontario

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L'Ordre des hygiénistes
dentaires de l'Ontario

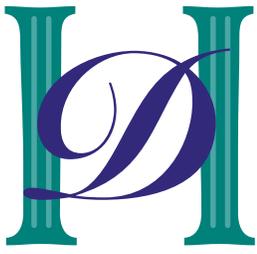


President's Message	2
Have Your Say	3
Cover Story	4
Council's Corner	14
Practically Speaking	15

2007 RENEWAL IT'S RENEWAL TIME!

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.

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www.cdho.org

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PRESIDENT'S MESSAGE Cathie Mazal-Kuula

October 13, 2006 Address to College of Dental Hygienists of Ontario Council



We have before us the opportunity to provide for the people of Ontario greater access to oral health care throughout our province. By opening up the *Dental Hygiene Act* as the Ministry of Health & Long-Term Care has requested we do; we will begin a journey for dental hygienists across this province.

Dental hygienists will be able to practice their profession in areas where there has been little or no access to oral health care. People who live in remote areas, the homebound, those in residential facilities and the general public who choose to see a dental hygienist for their oral health care will now be better able to do so.

This College has regulated the profession of dental hygiene for 13 years and will continue to do so. We have strict regulations regarding client safety. These regulations are our commitment to the public of Ontario and continue to be our "standards of care". When there are issues around standards of care they are dealt with through this College. Our registrants know when it is appropriate to refer to a medical or dental colleague; this is being done in offices across this province of ours on a daily basis and will not change with the opening of the *Dental Hygiene Act*.

We have had the pleasure today of having Dr. Sheela Basrur, Chief Medical Officer of Health for Ontario and Assistant Deputy Minister of Health and Health Promotion address our Council meeting. She is very informed as to the strong connections between oral health and overall health and we thank her for recognizing that dental hygienists are very valuable in the battle against systemic disease. It takes a collaborative health care approach to make a

difference in the general health of the people of this province.

Clients with severe periodontitis have been shown to be twice as likely to have a heart attack and three times as likely to have a stroke as those who do not have periodontitis. Periodontal disease has also been identified as being a major complication of diabetes, however it has also been shown that it is bi-directional, that a diabetic condition worsens in the presence of periodontal disease. That, in order to treat one condition you must treat both to get optimum results. The benefit of opening up the *Dental Hygiene Act* is evident to this College and to the Ministry of Health and Long-Term Care and to the public of Ontario. The pain and suffering that people endure due to systemic disease made worse by unrecognized periodontal disease not being addressed is unacceptable. The cost in health care dollars is astronomical and is a cost that we all share in this province. The bottom line is that the more people who have access to oral health care the more people will have those problems addressed sooner.

Access to oral health care should be available to all across this province. The opening up of the *Dental Hygiene Act* and the removal of the 'order' from the Act will be a great step forward towards a healthier public of Ontario.



HAVE YOUR SAY

Q: If a dental hygienist provides a “pro bono” service for a client, must that service be recorded on the client’s financial record?

A: No. Recording the service on the clinical chart would be sufficient. It is not necessary to record a service on the financial records for which there is no charge.

Q: If a dental hygienist operates a business that provides protective mouthguards to various sports teams, may s/he provide mouthguards at a charitable fundraiser and donate part of the proceeds to the charity?

A: The answer is a conditional yes. The charity may not refer clients to the dental hygienist and the dental hygienist may not charge a fee different to his/her customary and usual amount. The only benefit the dental hygienist may receive is a tax receipt for the charitable donation. The charity cannot endorse the dental hygienist’s business and it must not be an exclusive event (i.e. if another dental hygienist wishes to participate). There must be disclosure to the clients that part of the fee is being donated to the charity and the money must be donated as described.

Q
A

Under the new proposed Conflict of Interest Regulation, (available on the CDHO web site www.cdho.org) section (g)(iv), a request for approval must be made, in writing, to the Executive Committee. This is because the situation could be considered fee splitting and fee splitting may be open to abuse such as referrals for financial consideration.

In order for a dental hygienist to participate i.e. donation of services/time, the dental hygienist must, prior to participating in the charitable event, must first obtain written approval from the College prior.





2007 RENEWAL - IT'S RENEWAL TIME!

- Renewal forms will be mailed out during the week of November 15, 2006.
- Deadline for renewing your certificate of registration is January 1, 2007.
- If in doubt, contact the College.
- Do not confuse the College (CDHO) – the regulatory body, with the associations (CDHA and ODHA). You cannot legally practise dental hygiene after January 1st without renewing your certificate of registration with CDHO.

Your responsibility as a Registered Dental Hygienist in Ontario

- As per Bylaw No 3 Section 16.8(3), all registrants are responsible for renewing their certificate of registration by January 1st of each year, even if the Registrar fails to mail a notice, or the member fails to receive such a notice.

If you have not received your renewal form by the beginning of December, you should contact the College or go to the website: www.cdho.org to access the On-Line Renewal or to print a blank renewal form. Both are located under "Registration".

- As per Bylaw No 3 Section 16.8(4), all registrants must notify the College within seven days of any change of name, residential address and telephone, or business address and telephone. Any changes to names require proper documentation.

How to avoid the Late Payment Fee

1. Make sure the College has your correct address.

- > If you are not sure, check the Public Register on the website or past mailings from the College. Do not rely on Canada Post to forward your mail in a timely fashion.
- > Deadline for address changes to be reflected on the renewal form is November 3, 2006.

2. Send your renewal form in early.

- > You can post-date the cheque to January 1st. All renewals received postmarked after January 1, 2007 are subject to the \$100.00 late payment fee.

3. Renewal forms not properly completed will be returned to the registrant for correction and could result in a late payment fee. Common mistakes include:

- > Renewal form is incomplete or not signed

- > Payment sent in without the renewal form
- > Payment not enclosed with renewal form

For mail-in renewal forms, only cheques or money orders in Canadian funds are accepted. Please write your registration number on the back of the cheque or money order.

For on-line renewals only Visa or MasterCard is accepted.

- > Cheques are not filled out properly.
- > Not meeting the registration requirements prior to changing your status

4. NSF / Returned Cheques

- > All returned cheques are subject to a \$25.00 administration fee. The replacement payment must be made with a money order. If the College has not received the replacement payment by January 1st or within one week from the date of notification, the late payment fee of \$100.00 will also apply.

5. Are you renewed?

- > Your 2007 Certificate of Registration card is proof you are renewed for the year. If you have not received it by the first week of January, it is your responsibility to contact the College to ensure your renewal form has been received.

Business Address

A business address is mandatory.

- > This is the address that will be placed on the College's public register including on the College's website. Failing to include a business address means that the residential address will be treated as the business address, and therefore becomes public knowledge.

Renewal Form on Website

- > A blank renewal form will be available for printing on the College's website by the end of November. Your registration number and personal information is required on the renewal form.

On-Line Renewal

On-Line Renewal will be available to all registrants as of December 1, 2006.

- > To renew your certificate of registration on-line, you need a User ID (your registration number), password (from the renewal form that will be sent out in November) and a credit card – Visa or MasterCard only.
- > Registrants must change their password after they initially sign on. All passwords are case-sensitive.
- > If you did not receive your password, or if you had forgotten it, please email renewals@cdho.org. Provide your full name, registration number, and birth date. A password will be emailed back to you. No passwords will be given out over the phone.
- > If your personal information is incorrect, you cannot renew on-line until it has been corrected.

Changing Certificate of Registration Status

From General/Specialty to Inactive Certificate of Registration:

- > For registrants who are registered with a general or specialty certificate of registration in 2006 and plan to renew with an inactive certificate of registration for 2007, tick the “inactive” status and submit the appropriate registration fee.

From Inactive to General/Specialty Certificate of Registration:

- > For registrants who are registered with an inactive certificate of registration in 2006 and plan to renew with a general or specialty certificate of registration for 2007, the status change cannot be made on the renewal form if:

You were registered with another regulatory body while you held the inactive certificate with CDHO.

You held an inactive certificate of registration for more than three years.

Contact the College for further information.

Resigning / Not Renewing:

- > If you are not planning to renew your certificate of registration, you must advise the College in writing by either signing on the appropriate place on the renewal form and returning it to the College or by sending a letter or email.

CERTIFICATE OF REGISTRATION STATUS - Your Options

In regards to registration you have three options, which you can change to at renewal time. You have the option of continuing to hold on to a general certificate of registration, take out an inactive certificate of registration, or resign from the College.

If you continue to hold a general certificate of registration, you still must meet the conditions of holding a general certificate. This would include having valid professional liability insurance for the year and participating in the quality assurance program (maintaining professional portfolio, participating in CQI activities, with the possibility of being selected for the peer assessment). The current fee for a general certificate of registration is \$250.

The inactive status is for registrants who would like to remain registered with CDHO but not practise dental hygiene in Ontario. By remaining a registrant with an inactive certificate of registration, they would continue to receive anything the College mails out to registrants. You can hold an inactive certificate as long as you wish. However, if you have not practised dental hygiene for more than three years in a recognized jurisdiction, you would be required to successfully complete either an approved refresher course or a professional competency assessment before you can register with a general certificate of registration. The current fee for an inactive certificate of registration is \$50. With an inactive status, you do not need professional liability insurance for Ontario, nor do you need to participate in the Quality Assurance program.

If you return to Ontario and want to start practising dental hygiene, you need to contact this College for the application to change your status from an inactive to a general and, if you had registered in another jurisdiction, for a Form B. I would suggest you contact the College about 2-3 weeks prior to wanting to start practising dental hygiene to allow time for processing, especially if a Form B is required. The fee would be the difference between the fee of a general certificate of registration and the fee you had paid for the inactive certificate of registration for that year. The fees are not pro-rated throughout the year. You will also need to have in place your professional liability insurance valid in Ontario at the time you are upgrading your status from inactive to a general.

You must keep the College informed of your current address since you will still need to continue to renew each year with either an inactive or a general/specialty certificate of registration.

The other option is resigning from the College. You must notify the College in writing if you wish to resign, or sign the appropriate spot on the renewal form. After you resign, if you wish to start practising dental hygiene in Ontario again, you must apply as a past registrant and meet all the current registration requirements in force at the time you are applying.

If you have any questions regarding registration please contact Joyce Quan at (416) 961-6234, ext. 238 or (1-800) 268-2346.

SEXUAL ABUSE PREVENTION PLAN

The Patient Relations Committee reviewed and updated the College's sexual abuse prevention plan in 2006. The plan was originally developed in 1994 to make dental hygienists aware of their obligations under the *Regulated Health Professions Act, 1991 (RHPA)* with respect to sexual abuse as well as outlining guidelines for professional behaviour. The plan reinforces the philosophy that sexual abuse/impropriety by dental hygienists, while providing oral health care to the public, will not be tolerated under any circumstances. As outlined in the *RHPA*, a registrant's certificate of registration **must** be revoked where a finding of sexual abuse is made based on certain acts of sexual contact with a client. **There is no such thing as a consensual relationship between a registrant and a client.**

The plan consists of the following components:

1. Educational Requirements for Students

- An Instructor's Guide to the Prevention of Sexual Abuse of Clients has been distributed to the dental hygiene educational institutions in Ontario to be incorporated into their Ethics and Jurisprudence course.

2. Guidelines for the Conduct of Registrants

- The College continues to keep registrants informed of their obligations to clients by:
- requiring applicants to attend a jurisprudence presentation which includes reference to the CDHO sexual abuse prevention plan and a registrant's obligations under the *RHPA*;
- distributing to all CDHO registrants a **Registrant's Handbook** which includes sections on mandatory reporting and boundary issues;
- incorporating information on the CDHO's sexual abuse prevention plan into presentations at society meetings, etc. given by representatives of the CDHO;
- distributing a brochure entitled "Prevention of Sexual Abuse of Clients" to registered dental hygienists in Ontario;
- providing guidelines respecting "Professional Boundaries for Dental Hygienists in Ontario" to registered dental hygienists in Ontario;
- publishing articles in *Milestones* informing registrants about the provisions in the legislation regarding sexual abuse of clients; and
- incorporating questions into the provincial written certificate of registration examination regarding the sexual abuse provisions in the *Act*.

3. Training for College Administration

- Members of Administration will continue to attend educational and information sessions which deal with the issue of sexual abuse. However, it has been recognized that, due to the relatively low number of complaints/mandatory reports received

by CDHO with respect to sexual abuse, expertise will be contracted to conduct investigations relating to sexual abuse. Administration utilizes legal counsel and investigators, with expertise in this area, to assist with investigations and to prosecute discipline cases.

4. Provision of Information to the Public

- Information respecting the role of the CDHO, including information on sexual abuse prevention, is available on the CDHO website.
- The College will continue to participate in providing general information to the public by producing information pamphlets, distributing articles to local newspapers for publication, and by utilizing opportunities to work with other organizations involved in public education.
- The College is a member of the Federation of Health Regulatory Colleges of Ontario (FHRCO) and taking part in a combined effort to educate the public.
- The College also co-sponsors public education projects initiated by the Canadian and/or Ontario Dental Hygienists' Associations which provide information to the public on dental hygiene and the function of the College.

5. Funding for Therapy and Counselling

- In March 2006, regulations were passed respecting funding for therapy and counselling for persons who have been sexually abused by a registrant. Policies and procedures for reviewing applications for funding are in place. A fund has been established with sufficient money to supply a successful applicant with the necessary funds for therapy and counselling.

6. Evaluation

- Evaluation of the plan includes incorporating questions into a survey, circulated to registrants every five years, to determine registrants' awareness of the issue, their statutory obligations under the *RHPA* and their familiarity with the complaints process.

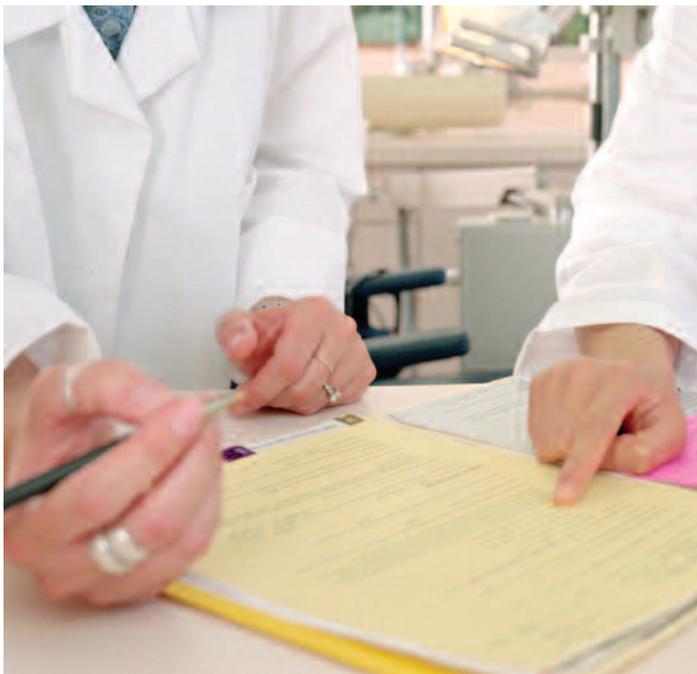
CDHO RESEARCH GRANTS

As stated in Bylaw No. 3, Section 17, the Council of the College of Dental Hygienists of Ontario from time to time authorize the making of grants to advance scientific knowledge or the education of persons wishing to practice the profession, to maintain or improve the standards of practice of the profession or to provide public information about, and encourage interest in, the past and present role of the profession in society. The CDHO reserves the right not to award any grants.

Criteria to Consider when Requesting a Grant from CDHO:

- All projects must be in concert with the CDHO Mission Statement
- All project proposals must be accompanied by a statement of purpose, method of implementation, projected outcomes and method of evaluation
- The total cost of the project must accompany the proposal along with a statement as to why the applicant is seeking a grant from CDHO
- The value to registrants and the public of Ontario must be clearly defined
- Project timelines are to be included
- The amount of money requested (whether lump sum or installments) is to be clearly articulated
- A condition of acceptance is that the CDHO is to be acknowledged should the results and/or article be published.

If you are interested in applying for a grant, please forward a detailed request to Fran Richardson, Registrar.





THE ON-SITE PRACTICE REVIEW

►By Lisa Taylor

As part of the professional portfolio/practice peer assessment, a number of dental hygienists are selected each year to participate in an on-site practice review. On-site practice assessments determine that dental hygienists practise ethically, in accordance to CDHO Standards of Practice and Regulations, delivering safe, effective, efficient services that support the dental hygiene process of care.

The assessment pertains only to the dental hygiene practice of the dental hygienist who is undergoing the assessment. In a multi-dental hygienist practice, only the chart entries and practices of the assessed dental hygienist are reviewed. The dentist's practice and the practice of other dental hygienists at the same location are not being assessed by the assessor.

Role of the Assessor

On-site visits initiated through the Quality Assurance Program are conducted by peer assessors. Efforts are made to appoint an assessor who matches the dental hygienist's peer group whenever possible. The peer assessor is the fact finder for the Quality Assurance (QA) Committee. Their job is to gather sufficient information so that the QA Committee can evaluate the dental hygienist's knowledge, skills, judgment and attitudes. Peer assessors are not part of the decision-making process. Any decisions resulting from the assessment are made by the QA Committee and corresponded to the registrant directly. QA assessors are not informed of the Committee's decisions.

Role of the Registrant

The dental hygienist is notified by the College that s/he will be required to participate in an on-site practice review. The quality assurance assessor and the dental hygienist will agree to a mutually convenient time for the visit. Every reasonable attempt is made to minimize disruption to the dental office. In fact, most visits are made in the evening or on the weekend.

An on-site assessment typically includes:

- A review of the practice facilities and equipment;
- A review of any pertinent office policies and procedures that are in writing;
- An interview with the dental hygienist regarding ordinary methods of practice including, perhaps, a role playing of a typical visit so that the assessor can visualize it;
- A random review of files;

- A discussion of some of the reviewed files with the registrant;
- Possibly a discussion with the registrant's colleagues (e.g., dentist, dental hygienist, level II DA, etc.); and
- The copying of any records needed to complete the report of the assessor.

Most on-site visits involve a visit to a facility where the dental hygienist is not the owner. It is up to the dental hygienist to make arrangements with her/his dental office for the on-site assessment. Most dentists are aware of the CDHO's Quality Assurance Program and of their obligation to cooperate with an assessor. A call by the dentist to their regulatory body will clarify any questions they have about their obligations under the Regulated Health Professions Act (RHPA) 1991. In accordance with the Act, any person who controls the premises where a dental hygienist practices must allow an assessor to enter and inspect the premises. This includes allowing an assessor to inspect client records relating to the clients who are under the care of the dental hygienist.

The Day of the Visit

A typical on-site visit takes approximately four hours to complete. The bulk of this time will be spent photocopying dental records and highlighting the dental hygienist's entries in randomly selected charts. The client records are more often the best indicator of the dental hygienist's practice as they demonstrate the dental hygienist's process of client care over time.

There is no need for the dental hygienist's colleagues or clients to be present during the on-site visit. An assessor will let you know if an interview with a colleague will be needed and will make arrangements with you in advance of the visit.

Generally speaking, clients are not involved or aware that an assessment is being done. In rare instances, a dental hygienist has asked that an assessor observe them while involved in direct client care, however, this is not a traditional part of an on-site assessment.

Role of the Quality Assurance Committee

The responsibility of ensuring that the over eight thousand dental hygienists in Ontario remain competent falls on the shoulders of the Quality Assurance Committee. After an on-site practice review, the Committee will consider the assessor's findings and any submissions made by the dental hygienist. The quality of the dental hygienist's practice is viewed as it relates to practice standards. The QA Committee is the final decision maker and will provide dental hygienists with direction that will assist in confirming or enhancing their level of competence.

Confidentiality

The College makes every effort to ensure that this is a very private process for the dental hygienist. The Quality Assurance Committee will not share any information concerning the dental hygienist's review with employers, co-workers or other areas of the College. The peer assessors are representatives of the College and have agreed to undertake stringent requirements to maintain confidentiality. Information gained through the peer review stays within the confines of the Quality Assurance Program. This strict adherence to confidentiality protects the non-punitive focus of the Quality Assurance Program and helps dental hygienists identify areas that need improvement in a supportive and developmental context. No one but the Quality Assurance Committee and the dental hygienist involved will know the results of a peer assessment.

Colleague Support

Some of you may know of colleagues who are undergoing a peer assessment because they have confided in you. It is not uncommon for dental hygienists involved in a peer assessment to experience feelings of uneasiness and uncertainty and to seek the support of friends and co-workers. As a friend and colleague, it is important to respect the confidential nature of the assessment process. Don't ask about the assessment process or results unless the assessed dental hygienist offers this information. Understand that if an assessment outcome was less than expected, the dental hygienist may wish to deal with this in private. Being supportive may simply mean giving your friend the space and privacy to make adjustments to their practice discreetly.

If your colleague has chosen to share the results of their assessment with you, they have done so because they trust and respect you. As a friend, you might offer your support by helping them find ways to enhance their practice. If you are co-workers, you might welcome this as an opportunity to reflect on your practice and perhaps see opportunities for group learning activities and projects.

Assess Yourself

How would you do if you were selected for an on-site review? Take an opportunity to be an assessor and assess your practice as you would if you were visiting it for the first time. Could you provide evidence that all clients are receiving safe, ethical, effective and efficient dental hygiene services that support the dental hygiene process of care?

If you wish, you can download the actual assessment template from the Section A of the Quality Assurance Package (Appendix 3) at www.cdho.org. Here are the things the Quality Assurance Committee wants to know about your practice.

Your Practice

1. Does your office have a written policy for the collection and maintenance of client information? Standard #1
2. Are current scientifically accepted infection control procedures in place? Standard #10
3. Do you have an emergency protocol, emergency supplies, equipment and oxygen and do you know how to use them? Standard #10
4. Can you show proof of current CPR certification? Standard #10
5. Is the exposing and processing of radiographs and radiation hygiene consistent with the Healing Arts Radiation Protection Act? Standard #6
6. Is equipment current and in good repair? Standard #11
7. Are instruments sharp and has the original design been maintained? Standard #11
8. Are equipment, instruments and supplies sufficient to support the selection and implementation of appropriate dental hygiene services? Standards #7, #11

Your Charting / Recordkeeping [if it is not written it hasn't been done!]

9. Are an initial medical history and updates in client record? Standard #8
10. Is the clinical assessment complete* and does it support the dental hygiene diagnosis? *Does the assessment include client interviews, health, dental and pharmacological history, clinical and radiographic examination? Standard #8
11. Has an individual dental hygiene treatment plan been established and does it include: a) goals/objectives b) sequence of activities c) client participation? Standards #7, #9
12. Has client's informed consent for treatment been obtained? Standard #9
13. Are the date and particulars of each professional contact with the client documented in accordance with the CDHO proposed recordkeeping regulation? Standards #5, #13
14. Is a clinical re-assessment performed and is the dental hygiene treatment plan reviewed and modified as required? Standards #7, #13, #14
15. Has the client received appropriate recommendations and instructions in oral self-care? Standard #12
16. Does the registrant consult and/or refer to other health professionals as required? Standard #6

Answers: 16 Yes = Congratulations! Your clients are receiving safe, effective, ethical and efficient dental hygiene care. < 15 Yes = Congratulations! You have identified areas in your practice that can be enhanced. This is a first step in creating a learning plan that will help you seek the learning activities that will help you improve your dental hygiene practice. This is a win/win scenario.

New Registrants – June 1, 2006 - October 23, 2006

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Abraham, Nora Dolly	010628	Chandler, Tanya	010597	Galbraith, Christine	010456	Kozicki, Priscilla	010675
Adams, Crystal Joy	010326	Chemello, Kelsey	010377	Gallant, Tania Gisele	010442	Krasowski, Shana	010601
Ahokas, Julie Lynn	010419	Chiu, Christina	010520	Garland, Elissa	010672	Krsmanovic, Biliana	010464
Akhavan-Foumani, Manijeh	010459	Choragwicki, Aldona	010652	Gervais, Mireille	010301	Krupa, Jennifer	010478
Albonese, Renata Jean	010465	Chung, Dao	010513	Ghuman, Parmjit Kaur	010421	Kulakowsky, Tina	010560
Aldridge-Earl, Dezarae	010579	Cifuentes Alvarez, Yanneth Mireya	010550	Gill, Lorrie	010314	Kum Seun, Fallon Amanda	010495
Allemand, Amanda	010423	Clement, Annik	010533	Giroux, Sharon Della	010571	Kummel, Sarah Eve-Lynn	010340
Amin, Sherina Mirzana	010487	Cortes, Michelle Lorena	010614	Godin, Wendy	010410	Lacsamana, Donna	010544
Anderson, Meghan Ann	010514	Covacha, Jo-Ann	010485	Gois, Dana	010624	Laedel, Mary Ann	010409
Andrade, Saphorah	010590	Coxon, Rebecca Elizabeth	010307	Gorzynska, Maria	010559	Lahaie, Julie	010285
Annets, Kari Lyn	010656	Crews, Lindsay Nadine	010308	Graham, Sterling	010596	Lalani, Uzma	010450
Antonczyk, Magdalena	010699	Crow, Amanda Louise	010551	Grant, Amber Lynn Ruth	010556	Lamarre, Andree	010310
Arcari, Lisa Marie	010336	Cruikshank, Sandy	010399	Grant, Amy	010436	Lamb, Emily Louise	010489
Armstrong, Krystle	010535	Cuerrier, Jennifer	010332	Grant, Kimberly	010331	Lang, Rachel Laura	010683
Astaneh, Mahvash	010721	Cummings, Tanya	010476	Greaves, Amy-Lee Joy	010438	Languedoc, Eleanor Jane	010518
Au, Liam	010470	Cunha, Sylvia	010711	Gregoire, Julie	010685	Laniel, Jane	010641
Ayoung-Chee, Kelly Mei	010564	Currie, Amber Blair	010692	Grenier, Dawn Marie Chantal	010606	Lanteigne, Sylvette	010708
Babin-O'Keefe, Diane	010446	Curtis, Stephanie Michelle	010434	Griffin, Lowell	010448	Lapier, Nicole Ann	010437
Bagnarol, Diane	010398	Czerwinska, Karolina	010633	Guitard, Tammy	010357	Latham, Rachel	010496
Bahia, Harry	010453	Czeto, Katarzyna	010432	Gula, Katarzyna Maria	010591	Laurin, Rachelle Renee	010620
Baker, Nancy	010687	Daigle, Alicia	010722	Gupta, Reetika	010323	Lazarus, Jodi	010293
Balgos, Melanie Joy	010415	Dakin, Courtney Lee	010411	Gyoker, Taylor	010394	Leblanc, Janie	010583
Ballouk, Rana	010384	Darby, Holly Crystal Ann	010363	Haelzle, Alisha Ann	010342	Leckie, Abigail	010348
Barahona, Idis Lisette	010548	Davis, Christine Patricia	010616	Haffner, Marianne Celeste	010676	Lee, Andrea Man Chung	010678
Barakat, Khaled Samir	010443	De Grace, Jennifer Jodi-May	010355	Hansen, Shauna	010688	Lee, Ina Ray-Yu	010370
Bartolini, Adrianna Stephanie	010694	De Guzman, Kristel Anne	010665	Harbord-Harbord, Alana	010304	Lee, Katherine	010316
Bazarna, Nataliyya	010460	de Jourdan, Jennifer Lynn	010404	Hawkins, Erin Christine	010474	Lee, Rebecca	010366
Beadle, Cristy	010636	De Leon, Evelyn Jean	010557	Healey, Glenda Marie	010435	Leffler, Tracy Lynn	010455
Beam, Sarah Elizabeth	010344	De Pasqua, Laura	010613	Healy, Erin Melissa	010335	Lewis, Ashleigh	010573
Beange, Michelle Mae	010364	Deane, Lauren	010589	Ho, Diane Thi Ngoc Diep	010383	Li, Cindy	010392
Beemer, Amy Michelle	010673	Dekort, Jennifer	010343	Hofkirchner, Jackie	010305	Lindsay, Nicole	010286
Belcourt, Giselle	010648	Desjardins, Erik	010522	Holvay, Janka	010568	Linke, Jamie-Lynn	010365
Bernard, Christine Rae	010468	Desrosiers, Katie	010473	Hurson, Ashley Lynne	010524	Littlejohn, Karen Diane	010322
Bernard, Jayme Marie	010359	Dhami, Jasdeep	010719	Hutchins, Linda	010292	Liu, Jiu	010315
Betsis, Diana	010546	Di Giammatteo, Consiglia	010680	Hutchinson, Kate	010690	Lombardo, Toni	010471
Bevilacqua, Erin Michelle	010454	Di Pasqua, Daniela Maria	010350	Iacono, Marianna	010390	Lopena, Celia	010375
Bhagoutie, Vanessa Naiomi	010538	Dickinson, Laura	010532	Illing, Jane Elizabeth	010637	Lovric, Zanet	010541
Bhakri, Subir	010493	Dietrich, Amanda	010428	Irwin, Amanda Margaret	010282	Lowe, Pollyanna Beth	010612
Birks, NataLee	010380	Diluca, Jenny	010374	Jamieson, Leanne Danielle	010502	Luczak, Aleksandra	010372
Bishara, Tahany Rafik Attalla	010578	Dolinsek, Katelynd Marie	010635	Janula, Joanna Victoria	010479	Lush, Hayley	010386
Blois, Jenna	010545	Dorado, Jerlyn	010401	Jaroszewski, Anna	010318	Ma, Carmen	010367
Bloxam, Arleah	010552	Doucet, Felicia	010607	Jedrej, Margareth	010486	Machado, Melissa Emilia Volpe	010716
Boardman, Kelly	010425	Douglas, Lindsay Lee	010408	Johal, Parmjit Kaur	010508	MacKay, Elizabeth	010440
Bola, Daljit Singh	010387	Doukas, Angela	010640	Johnson, Laura	010553	MacLean, Shirley Christine	010660
Bola, Sarabjit	010389	Doumazos, Christina	010691	Kadashev, Vered	010638	Majithia, Deepa Jaswant	010720
Borozny, Cheryl Ann	010565	Downs, Kim	010501	Kaila, Leenu	010701	Malenfant, Alene Renee	010507
Boulanger, Marnie Jane	010609	Dragicevic, Milena	010534	Kalirai, Savraj	010516	Malik, Naila	010662
Bowers, Katherine	010358	Dragicevic, Natasa	010466	Kancir, Jasmin	010645	Mamika, Karim	010671
Boyle, Jaime	010341	Drougas, Georgia	010418	Kang, Gurjyot Kaur	010449	Manalili, Marina	010517
Brashavitskaya, Maryna	010461	D'Souza, Prema Susan	010670	Kaplan, Jade Amy	010521	Mandla, Randeep	010313
Brathwaite, Leah	010397	DuFour, Marie-Anne	010338	Kartuz, Mery	010629	Mandville, Meghan Suzanne	010381
Bremner, Melissa Lynn	010723	Dupuis, Michelle	010351	Kash, Nicole	010354	Mansour, Jamie	010664
Breton, Melissa	010554	Dwarka, Vinny	010447	Kassam, Shazmin Imtiaz	010724	Manzoor, Sharib	010634
Briggs, Laura	010576	Dziubanovich, Roxolana	010585	Katsinos, Christina Sousa	010651	Marchand, Marlene	010319
Buckley, Pilar	010577	Edwards, Kerri-Lyn	010531	Kaur, Amrit Pal	010388	Marinos, Dimetra	010653
Bujak, Sandra Ivana	010562	Edwards, Kimberly Dianne	010505	Kent, Melody Anne	010371	Marquardt, Rachel	010330
Buragina, Anne	010500	Egan, Siobhan Valerie	010659	Khov, Hon	010298	Martinez, Maria Elena	010572
Burbeck, Tiffany Iris	010402	Embree, Christine Margaret	010494	Kim, Jocelyn	010339	Martins, Sara Jacinta Michelle	010563
Bureau, Christine	010619	Esmail, Farin	010467	Kim, Julia	010646	Mason, Tabesha	010712
Burnham, Sean	010420	Estacio, Diana	010623	King, Jill Renee	010693	Mathieu, Suzanne	010667
Bustos, Frederlyn F	010679	Felix, Leslie	010549	Kirby, Andrea	010540	McAuley, Brenda Leanne	010492
Butler, Melissa	010373	Fitzgerald, Kaysee Leanne	010431	Kirou, Helen	010536	McBride, Elisha Maureen Joy	010569
Caceres Aguilar, Carol Adela	010321	Flynn, Lisa Rose Michelle	010483	Kleinberg, Heather Sari	010361	McCool, Wendy Leilani	010289
Cameron, Kathleen Margaret	010681	Fortini, Jenny Lee	010302	Ko, Joy Chih-Yi	010647	McCracken, Cassandra Marie	010405
Campbell, Andrea Gerda	010525	Franklin, Karen Elizabeth	010424	Kong, May	010352	McDonald, Linda Ruby	010713
Cannon, Jenna Lynn	010362	Gagnon, Brianna	010658	Kordish, Shauna	010482	McDonald, Lori	010717
Caverley, Crystal	010715	Gagnon, Josee Michelle	010561	Koutsaris, Penni	010385	McDowell, Karleen Mary	010441

STATUS UPDATE

New Registrants – June 1, 2006 - October 23, 2006

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
McGeen, Sarah Anne	010542	Pollice, Sarah Alaina Lillian	010625	Smith, Alyson	010677	Wong, Vita Maria Kwok Ying	010702
McGonigle, Shelley Ann	010714	Pomerleau, Lucie Marie	010349	Snowden, Jodi	010427	Wonnacott, Jenny	010414
McIntosh, Melissa	010475	Postma, Alisha	010498	Solomou, Silvana	010600	Worona, Mary	010650
McIntyre Turner, Michelle Lorraine	010422	Postma, April Diane	010334	Somal, Tarandeep Kaur	010588	Wright, Carli Lynn	010295
McKay, Jacqueline	010644	Potter, Stacey Lee	010296	Souriol, Dana Lyn D	010697	Wright, Heather	010360
McLeod, Pam	010718	Povey, Christine Diane	010618	Sousa, Joanne Marie	010333	Wrolstad, Kari	010608
McPhedran, Alana	010327	Pratt, Erin	010439	Spadafina, Maria	010705	Wysochanskyj, Natalie Olena	010703
McQuarrie, Joanna Elizabeth	010523	Pretty, Courtney Rae	010655	Splinter, Allison	010294	Yackoub, Wedad Louis	010627
Melanson, Meaghan	010654	Pringle, Chantelle Diane	010472	Spyksma, Marianne Elizabeth	010457	Zadow, Liisa Mary	010574
Melo, Georgina	010509	Pringle, Sherri Lynn	010369	St. Denis, Stephanie	010657	Zamani, Karolin	010504
Merza, Nada	010469	Prins, Erin Nicole	010506	Stankewich, Kristy	010481	Zelinska, Elena	010290
Mielcarek, Julia Michelle	010488	Prykhodko, Liliana	010291	Stark, Colleen Victoria	010353	Zhou, Janice	010320
Mielhausen, Christy Lynn	010595	Quartarone, Maria Luisa	010593	Suciu, Rodica Margareta	010631	Zubac, Nevena	010686
Miklautz, Tanya Jo-Ann	010698	Radmilovic, Jelena	010598	Suleman, Reshma	010643		
Moffatt, Valerie Anne	010287	Rainville, Camille	010674	Sullivan, Shannon Ruth	010480		
Monahan, Erin Colleen	010529	Ramos, Jean Marie	010484	Suteir, Angela	010668		
Morgan, Lucy	010309	Ranger, Amanda Lynn	010700	Szulewski, Teresa	010283		
Morgan, Shelley-Ann Michelle	010329	Ranger, Chelsea Lynne	010547	Tam, Darlene Melody	010586		
Morrison, Sarah	010324	Rasetta, Michael	010599	Tapp, Jenna Cheleyene	010503		
Moss, Katie Elizabeth	010288	Rau, Jennifer Lynn	010378	Tchijova, Anna	010602		
Mott, Caroline Anne	010617	Redmond, Lyndsay	010530	Tenpow-Nichols, Nicola Ann	010626		
Mouissie, Megan Dawn	010689	Renaud, Janic Suzanne	010581	Teti, Angela Anne	010615		
Mould, Kristin Leigh	010395	Restrepo Correa, Beatriz Amparo	010400	Thomas, Denise Adrianna	010575		
Mould, Sherry Natalie	010558	Robert, Isabelle	010632	Tiburcio, Michelle	010570		
Moyo, Ntokozo Arthur	010515	Robertson, Stacy Lois	010526	Tomassini, Ashley	010512		
Nelson, Cheryl-Beth	010490	Rosati, Anthony	010429	Trajkowicz, Kayla Ann	010642		
Nikolic, Dejana	010587	Rowat, Melissa-Rae	010604	Trystruha, Olha	010451		
Oerbach, Brooke Elyse	010639	Rubezin, Revital	010567	Tsikolas, Sophia	010412		
Oh, Beverly Gail	010710	Ruggieri, Tania	010603	Tsikrikis, Maria	010555		
Ohanian, Armenak	010611	Rui, Ruby	010311	Tu, Mai Phuong	010445		
O'Leary, Kimberly	010444	Russell, Eleza	010566	Valente, Laura	010368		
Oliver, Vanessa Carroll	010605	Russell, Lauren Joy	010345	Van Rooyen, Carmen	010477		
Ostrovsky, Aleksandra	010416	Russell, Stephanie Yvonne	010669	Vandergoot, Laura Beth	010393		
Ottens, Amanda	010413	Rutledge, Leanne Mary	010511	Viana, Maureen	010312		
Pal, Laurie Lynn	010696	Ryan, Deena Mary	010328	Villars, Meghan	010452		
Pallotta-Montagnese, Theresa	010284	Sadetzki, Karina	010707	Vincic, Djurdja	010666		
Paloukos, Demitra Gina	010337	Saini, Sheena Paline	010704	Walli, Zafreen	010537		
Pannu, Veerinder	010684	Savoy, Krista Brianna	010622	Walmsley, Evelyn	010346		
Parker, Stacey Linda	010433	Schiff, Deena Johanna	010528	Walters, Leann Kim	010391		
Parkes, Amy	010610	Schindermann, Marianne	010543	Wamsteeker, Katie	010426		
Parsons, Jenn	010406	Schottlander, Sara Jennifer	010630	Wang, Marilyn	010539		
Partheniou, Stella	010325	Schuurman, Candace Michelle	010491	Wang, Wen Feng	010382		
Patel, Seema	010661	Seagal, Faina	010462	Warren, Nicole	010499		
Patel, Yasmin Fatima	010695	Shadzik, Baharak	010463	Weiss, Carolyn Lee	010403		
Patterson, Melissa Louise	010376	Shapiro, Sarah	010299	Welters, Dana	010417		
Pereira, Amanda Lynn	010663	Sheppard, Lisa Dawn	010582	Welykanycz, Ewa	010709		
Pereira, Nancy	010300	Shkapin, Irene	010592	Wheelan, Emily Judith	010682		
Pesito, Maria Salome	010317	Singh, Gurvinder	010379	Whittle, Angela Sharen	010306		
Petersen, Roxane-Marie	010347	Singh, Vidya	010621	Wild, Kaitlyn	010594		
Phillips, Jennifer Barbara	010407	Sitkei, Sabine	010584	Wilkinson, Emily Lorraine	010510		
Phillips, Laura	010497	Siudowski, Eva	010430	Willet, Sammi-Jo	010706		
Pilato, Carmela	010527	Skam, Brooke Brianne	010303	Willis, Jackie	010356		
Pittao, Loretta	010458	Skippen, Samantha Ashleigh	010649	Winterburn, Jenni	010297		
Pniak, Sylvia	010580	Skytta, Emma Eveliina	010396	Wise, Lucia	010519		

Resignations – June 1, 2006 - October 23, 2006

Name	Reg ID	Name	Reg ID	Name	Reg ID
Angres, Monica	000569	Goodhand, Star Ann	004795	Parsons, Rosanne	009321
Arbeau, Lisa Lynn	009348	Lambert, Alain J P	002357	Segal, Faith	001854
Batson, Molly Jeannette	007994	MacLellan, Tracy Michelle	009122	Shendelman, Janie Marilyn	000161

PREPARING FOR A PANDEMIC (First in a Series)



Scientists around the world are convinced that in the near future we will experience a global flu pandemic. What is meant by a "pandemic"? According to Taber's Cyclopedic Medical Dictionary defines pandemic, "As a disease affecting the majority of the population of a large region, such as dental caries or periodontal disease, or one that is epidemic at the same time in many different parts of the world." The oral health community is well acquainted with the scope of oral diseases and it is the primary goal of dental hygiene practice to prevent such diseases occurring. But the news today is not about oral disease, a totally preventable occurrence, but it is about influenza of a particular virulent nature. This influenza can kill and has already done so in remote parts of the world. With today's air travel, diseases can be transported at alarming rates.

Be prepared – make a plan. The most up-to-date information is available on the Ministry of Health and Long-Term Care (MOHLTC) web site: (http://www.health.gov.on.ca/english/public/program/pubhealth/flu/panflu/panflu_mn.html)

Your plan should include how you will take care of yourself, your family and members of your community. As regulated health care

professionals, dental hygienists will be expected to assist other health care practitioners where and when they are able. In areas where the influenza is rampant, people are unlikely to attend an oral health practice for routine treatment. That means that there may be dental hygienists available to assist in hospitals or public health units especially in the areas of infection control and the taking of detailed health histories thus freeing up other health care practitioners to provide direct patient care. The CDHO will place a bulletin on the web site at www.cdho.org which will serve as guidance for those practitioners willing to help.

Reality states that a flu pandemic may occur at any time, or it may never happen. Being prepared and knowing where to secure resources is the most important step to take at this time. Talk to your colleagues, your employer, your family and friends and be ready for the influenza pandemic we all hope will never come!

[Included with this edition of *Milestones* you will find a **Fact Sheet "Pandemic Planning for Registrants."** For easy reference, please place this fact sheet in the front pocket of your CDHO Registrants' Handbook.]



CALL FOR QUALITY ASSURANCE ASSESSORS

The College of Dental Hygienists of Ontario (CDHO) will require Quality Assurance Assessors to assist the College with the professional portfolio/practice audit of the Quality Assurance Program. Quality Assurance Assessors work under the direction of the Quality Assurance Administrator and reflect the diversity of the registrants, electoral districts and practice environments. Assessors will be required to sign a contracting services agreement.

ROLE OF THE ASSESSOR

The assessor will:

- Review professional portfolios/ practices using CDHO assessment guidelines;
- Conduct telephone interviews as required during the assessment process;
- Coordinate and carry out a scheduled On-site Practice Review with assigned registrants;
- Ensure that the Professional Portfolio/Practice Review is completed within the specified timelines;
- Complete a written report describing key observations and findings.

SELECTION CRITERIA

Potential Quality Assurance Assessors will:

- Be a member in good standing with the College;
- Not be a member of Council
- Demonstrate ethical and professional practice;
- Demonstrate a commitment to their own professional development;
- Possess the skills, knowledge, judgment, and attitudes required for specific dental hygiene practice environments and related roles/area of responsibility;
- Be familiar with the Regulated *Health Professions Act* in general, the *Dental Hygiene Act* and the CDHO Quality Assurance program;
- Have a working knowledge of dental hygiene process, the CDHO Standards of Practice and Code of Ethics;
- Have good interpersonal/communication skills, oral and written;
- Have good computer skills;
- Be capable of objective observation and reporting;
- Have a degree of flexibility with their work schedule; and
- Be available for occasional travel.



Registrants interested in becoming quality assurance assessors may apply by sending a letter of interest and current curriculum vitae to: Lisa Taylor, College of Dental Hygienists of Ontario 69 Bloor St. East, Suite 300, Toronto, ON M4W 1A9 no later than January 30, 2007. References and your professional portfolio are to be available on request.



COUNCIL'S CORNER

COUNCIL MEETING HIGHLIGHTS, October 13, 2006

F. Richardson, Registrar reported that there were a total of 8,744 registrants as of September 25, 2006. Elections will be held in District 4 and 8.

Council reviewed the 2006 financial statements and approved the 2007 budget. Council meeting dates for 2007 were set for January 26, June 1 and October 19, 2007.

Council approved the proposed Regulation on Contraindications for Self-initiation at second reading and is included in this mailing of *Milestones* to registrants and stakeholders for review and comment.

The draft Conflict of Interest Regulation was approved by Council and will be forwarded to the Ministry of Health and Long-Term Care for processing.

Council approved the appointment of Non-council Members to designated Council committees. The following members were appointed for a three year term commencing January 1, 2007: Jennifer McLean (Orangeville); Registration/Discipline Committees Heather Murray (Unionville); Discipline/Quality Assurance Committees Varinder Singh (Mississauga); Quality Assurance Committee Jill Hicks (Elizabethtown) (second term); Complaints Committee Elaine Powell (Thunder Bay); Complaints/Patient Relations Committees

2007 Council meeting dates were approved as follows: January 26, June 1 and October 19, 2007. (All days are Fridays).

The Complaints Committee completed its investigation of two complaints. In both cases the Committee determined that no further action be taken. In another case, the panel requested the appointment of an investigator. There are four complaints currently being investigated by the Committee.

The Registration Committee reported that the Committee reviewed and approved two applications for a specialty certificate of registration, considered requests from applicants dealing with such issues as acceptance of documentation related to application forms and determining the suitability to practice of applicants who had been found guilty of a criminal offence. The Committee also reviewed *Bill 124, an Act to provide for fair registration practices in Ontario's regulated professions*, and submitted a response to the Minister of Citizenship and Immigration for consideration. A copy of Bill 124 and the College's response is available from the office. The committee updated its equivalency process for assessing applicants from non-accredited programs.

Executive Committee Part II reported that a concern regarding an advertisement by a dental hygienist was brought to the attention of the College. The Executive Committee requested that the registrant cease distributing the advertisement and that in future all advertisements were to comply with the CDHO advertising regulation. The registrant complied and sent a letter of apology to the College. Executive also reviewed the results of an informal investigation conducted as a result of an anonymous concern forwarded to the College, and determined that no further action be taken. The Executive Committee continues to receive referrals from the Quality Assurance Committee for non-compliance with the Quality Assurance Program. In most cases, the registrant complies upon being advised of the seriousness of the matter. However, the College is concerned that the number of referrals is increasing. One registrant was referred to the Discipline Committee. There are three ongoing investigations.

The Discipline Committee reported that it had reviewed and adopted Discipline Rules and Procedures for Discipline Hearings.

The next Council meeting is scheduled for Friday, January 26, 2007.

COUNCIL MEETING DATES

2007 Council Meeting Dates:

Friday, June 1, 2007

Friday, October 19, 2007

The next meeting of Council is scheduled for **Friday, January 26, 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, ext. 226 or toll free at (1-800) 268-2346 or via e-mail at jcain@cdho.org.



PRACTICALLY SPEAKING

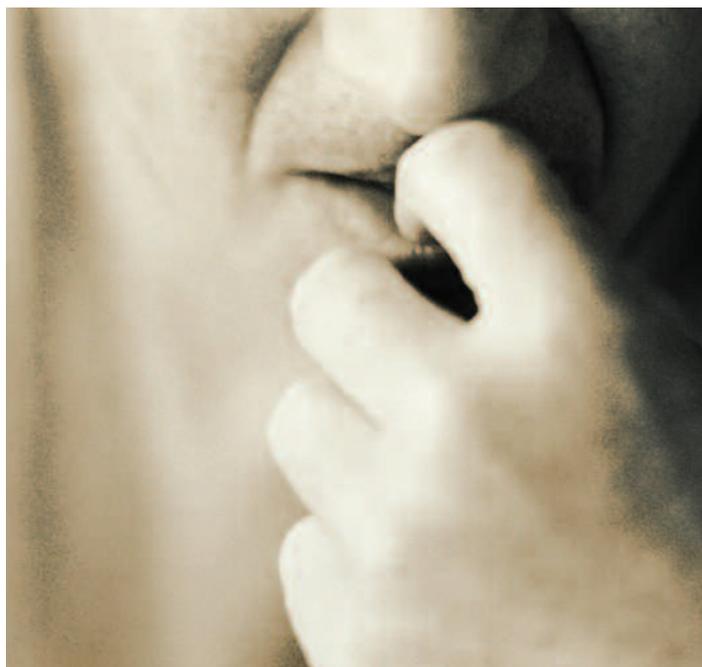
Practically Speaking is an educational tool designed to help dental hygienists gain a better understanding of how regulation affects the delivery of dental hygiene services in Ontario. This column offers general advice only. Registrants with specific questions should contact the Practice Advisor, Lisa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

HIV STATUS AND ACCESS TO DENTAL HYGIENE SERVICES

The recent International AIDS conference in Toronto has brought up some interesting conversation around HIV/AIDS and dental hygienists. Fear of discrimination has been identified as one of the many reasons HIV-infected persons do not seek professional oral care.

Dental hygienists are important health care providers for people living with HIV/AIDS. You provide a key role in health promotion and disease prevention by recognising oral conditions associated with AIDS, tailoring therapeutic interventions to meet the specific needs of each client and promoting daily practices to maintain a healthy mouth.

The Ontario Human Rights Commission has recognised HIV/AIDS status as an entitlement to full protection under the Human Rights Code. Dental hygienists must not discriminate against a client who is HIV positive or has AIDS. Refusal to treat an HIV/AIDS client based solely on his/her infection status, or treating them differently by using different infection control protocols such as double gloving are examples of discriminatory practices.



The CDHO Standards of Practice include universal infection control practices. Universal precautions mean that infection control procedures are applied equally to all clients. You must ensure that your routine infection control protocols are sufficient to protect your clients and yourself at all times. Be aware that the clients you see in your practice may or may not know they are infected with a communicable disease and, some that know may be reluctant to share their status with you for fear of discrimination or a breach of confidentiality.

Respect that your clients are not required to tell you their HIV status. Disclosure is a difficult and personal choice for people infected with HIV. With this in mind, providing client access to your office privacy policy may help assure them that disclosure will remain private between the two of you. Knowledge about their immunodeficiency can help you assess specific oral conditions and determine best treatment. An understanding of the recognition, significance and treatment of oral lesions is essential for the health and well-being of people living with HIV disease. To learn more about the oral manifestations of HIV or to get a free Selected Oral Manifestations of HIV Resource Card, visit the International Aids Society USA at www.iasusa.org.



WEB SITES TO VIEW

- > The University of Toronto Faculty of Dentistry has an online survey about access to dental care for people with developmental disabilities. This may be completed online using the link below or in hard copy if the questionnaire is printed out.

<http://www.zoomerang.com/recipient/survey-intro.zqi?p=WEB225KANLVXAY>

- > HIV/AIDS related articles and websites:

HIV and the Dental Team > the role of dental professionals in managing patients with HIV/AIDS at www.dimensionsofdentalhygiene.com/ddhright.asp?id=849

HIV Dental Treatment Considerations at www.dimensionsofdentalhygiene.com/ddhright.asp?id=849

XVI International AIDS Conference 2006 Toronto at www.aids2006.org

NOTICE TO REGISTRANTS

DO NOT USE the 1-800 number to call the College unless it is a long-distance call to Toronto.

NSF / RETURNED CHEQUES

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



NOTICE

Bill 140 – Long Term Care Homes Act, 2006

The government is introducing new legislation, *Bill 140, Long-Term Care Homes Act*. The CDHO has requested that the *Act* be amended to include the provision of oral health care. For further information and a link to the *Bill* go our web site at: www.cdho.org.

Bill 124, An Act to provide for fair registration practices in Ontario regulated professions

The Standing Committee on Regulations and Private Bills intends to hold public hearings on *Bill 124*, for further information, go to: www.ontla.on.ca/committees/regulations.htm

MINISTRY LAUNCHES NEW WEB SITE

The Ministry of Health and Long-Term Care is launching a new website, HealthForceOntario.ca. The major goals of the website are recruitment and retention of health professionals in Ontario. It is aimed at providing doctors, nurses and other health care professionals information about the Ontario job market.

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.

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