



# MILESTONES

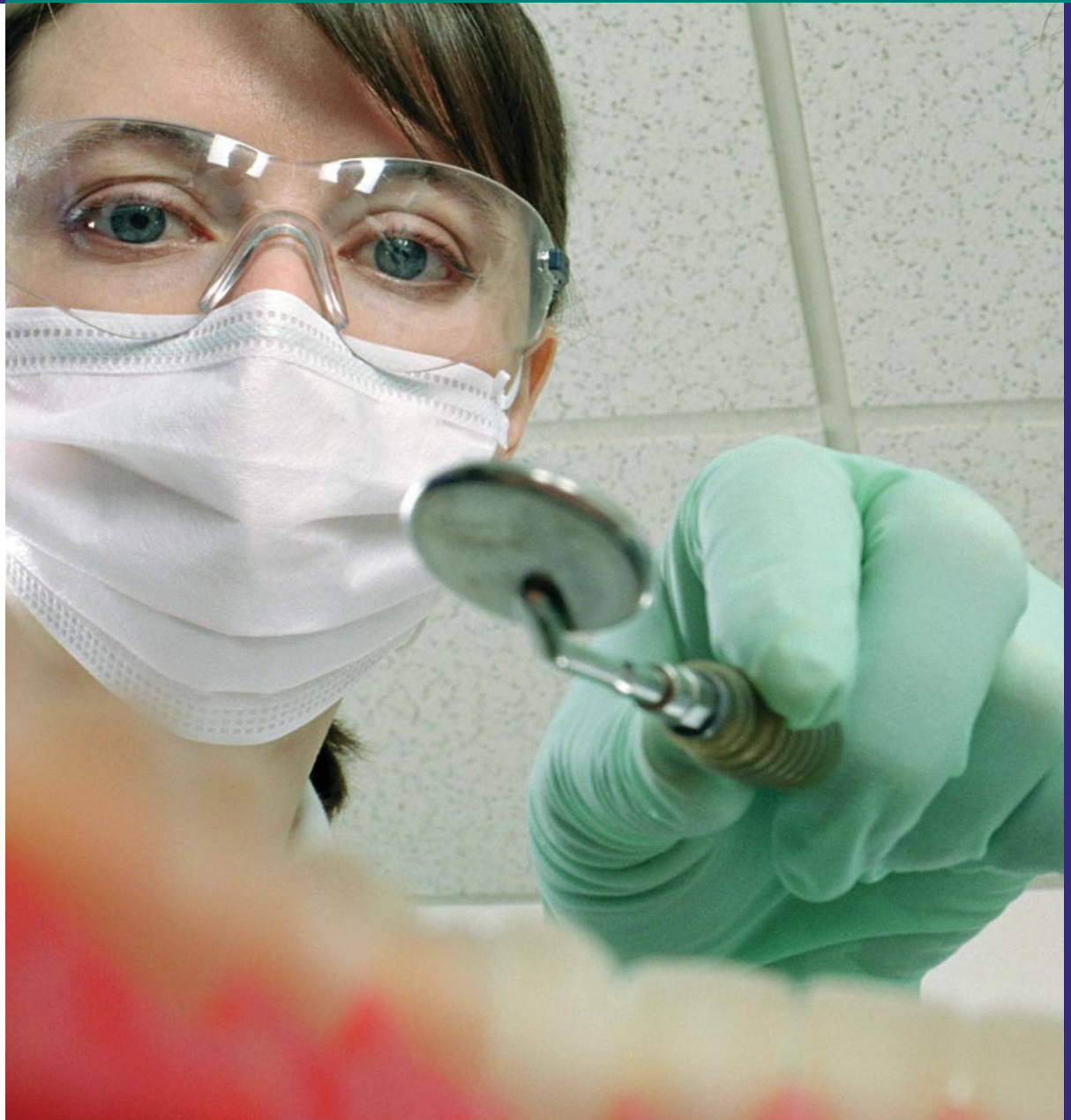
Resource for Dental Hygienists in Ontario

NOVEMBER 2007

[www.cdho.org](http://www.cdho.org)

College of Dental  
Hygienists of Ontario

•  
L'Ordre des hygiénistes  
dentaires de l'Ontario



Taking Responsibility	2
President's Message	3
Cover Story	4
2008 Renewal Form	6
Council's Corner	17
Quality Assurance	18

## DENTAL HYGIENE ACT AMENDMENT

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](mailto: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](http://www.cdho.org)

### Registrar/Chief Administrative Officer

Fran Richardson  
Ext. 229, [frichardson@cdho.org](mailto:frichardson@cdho.org)

### Executive Assistant to the Registrar

Jane Cain  
Ext. 226, [jcain@cdho.org](mailto:jcain@cdho.org)

### Deputy Registrar

Evelyn Waters  
Ext. 228, [ewaters@cdho.org](mailto:ewaters@cdho.org)

### Administrative Assistant to the Deputy Registrar

Claudia Galben  
Ext. 237, [cgalben@cdho.org](mailto:cgalben@cdho.org)

### Director, Administrative Services

Margaret Stevenson  
Ext. 235, [mstevenson@cdho.org](mailto:mstevenson@cdho.org)

### Practice Advisor/Quality Assurance Administrator

Lisa Taylor  
Ext. 239, [ltaylor@cdho.org](mailto:ltaylor@cdho.org)

### Quality Assurance Assistant

Denise Lalonde  
Ext. 230, [dlalonde@cdho.org](mailto:dlalonde@cdho.org)

### Registration Coordinator

Joyce Quan  
Ext. 238, [jquan@cdho.org](mailto:jquan@cdho.org)

### Registration Assistant

Heather Boucher  
Ext. 240, [hboucher@cdho.org](mailto:hboucher@cdho.org)

### Director of Finance

Mimi Pichelli  
Ext. 227, [mpichelli@cdho.org](mailto:mpichelli@cdho.org)

### Receptionist

Vivian Ford  
Ext. 0 or 221, [vford@cdho.org](mailto:vford@cdho.org)

## TAKING RESPONSIBILITY

### ► By Fran Richardson, Registrar

Now that the *Dental Hygiene Act, 1991* has been amended to permit the self-initiation of "scaling teeth and root planing, including curetting of surrounding tissue", it is an opportune time to remind registrants of their responsibilities under the Act, to the College and ultimately, to the public of Ontario. The profession of dental hygiene has evolved substantially since the first dental hygienist was registered in Canada in 1951. (Mary Brett was the first dental hygienist in Canada. She began practice in Saskatchewan in 1949 but there was no mechanism for registration at that time.)

With the evolution of the profession, there is also an increase in responsibility that is not always related to clinical issues. Dental hygienists have always been responsible and accountable for the treatment they provide. Even in the days when dental hygienists in Ontario were registered by the RCDSO, a dental hygienist could be disciplined for inappropriate or unsafe actions. Now that most dental hygienists in Canada practise in self-governing jurisdictions, it is even more important that dental hygienists embrace the privilege of regulating themselves.

With self-regulation comes individual responsibility that is not limited to client treatment. Each individual dental hygienist in Ontario is responsible to:

- Remain current through participation in the Quality Assurance Program
- Accurately complete and return annual renewal forms in the time requested
- Respond to the College when requested to do so
- Participate in courses, remediation or programs determined by the College
- Ensure that their records are complete and accurate



- Maintain high ethical standards as delineated in the CDHO Code of Ethics
- Adhere to the regulations made under the *Dental Hygiene Act, 1991*
- Read all correspondence sent by the CDHO
- Remain current – check the CDHO web site ([www.cdho.org](http://www.cdho.org)) for draft regulations, breaking news and past issues of *Milestones*

There really is no excuse for getting in trouble with your College! Yes, accidents happen and yes, there will be complaints from the public that must be addressed, but finding oneself before a Discipline Panel for not complying with the requests from the Quality Assurance Committee does not make much sense when we are talking about professional behaviour. The CDHO is committed to ensuring that the people of Ontario can be confident that the care they receive from dental hygienists in this province is in accordance with the rules, regulations and standards developed and administered by this College. As dental hygiene in Ontario enters a new era, the College will be there to assist both the public and the registrants in understanding this reality.



## PRESIDENT'S MESSAGE

### Cathie Mazal-Kuula

For many, the passing of Bill 171, the *Health System Improvements Act, 2007* which received Royal Assent on June 4<sup>th</sup> went virtually unnoticed. For those of us who were involved in the many aspects of the Bill, it

was definitely noticed for two very good reasons. One was that, included in the Act, were many changes to how the Regulated Health Colleges of Ontario will conduct their business.

The Colleges' mandate is to protect the public interest; the Ministry of Health and Long-Term Care (MOHLTC) will now require increased public transparency and accountability of the Colleges, and all *RHPA* Colleges must follow the same guidelines. This College made the decision many years ago that we wanted to be proactive in our dealings with our registrants and the public. Therefore, all notices of upcoming discipline hearings, where and when they are to be held, are published on our web site.

This is what the public demands of its health care providers. We are, after all, providing services to all from birth to death; to those who can speak for themselves and those who cannot. All of our clients deserve the best care we can provide and to do less is not what any responsible health care practitioner in this province would strive for.

The second reason that Bill 171 was noticed by a good number of people dealt with the fact that the amendment of the *Dental Hygiene Act, 1991* did not have a scheduled proclamation date. The MOHLTC required additional assurances from the CDHO as they had heard concerns from organized dentistry that the public would need to be protected from harm should dental hygienists practise without the direct involvement of a dentist. However, after the College addressed these concerns directly with the Minister, the amendment was proclaimed on September 1, 2007. Dental hygienists who have been approved by the CDHO to self-initiate, may now practise independent of an 'order'.

This is a critical time for our profession and a time when we all will be under great scrutiny from the public, our fellow health care colleagues and from each other. Many dental hygienists have worked hard to make this a reality. Many have planned for a day when they can go out into the world and practise their profession when, and where, they choose.

This is a time when we need to build public trust and confidence, not a time when we need the public to perceive that we do whatever an employer tells us to do with blatant disregard to our Standards of Practice or our Code of Ethics.

The actions of all health care providers are the concern of the public we serve. The CDHO Council takes its role very seriously and will investigate issues of concern brought to its attention. If a complaint is received, it will go through the proper process, and if a hearing is called into a matter, then the public will be informed as to the time and place of the hearing. The results are made public within the body of our publication *Milestones*. This is how we do our duty in protecting the public and regulating our registrants.

This is an era of great accomplishment for dental hygiene. We have reached this point after many years of toil and struggle and along the way, we have had faith that this was the right thing to do. The public of Ontario deserves greater access to dental hygiene services. With this amendment, dental hygienists can make a difference to the oral and overall health of the people of this province. Through the years, there were many who have championed our cause and I would like to thank them and assure them that with this new responsibility will come many rewards for both the profession and the public.

There will also be many challenges, and you can be assured that this College will be up to them. We will not be swayed from our mission to regulate the practice of dental hygiene in the interest of the overall health and safety of the public of Ontario.



## DENTAL HYGIENE ACT AMENDMENT

► By Lisa Taylor, Practice Advisor/Quality Assurance Administrator

On September 1, 2007 the Ontario legislature facilitated increased public access to dental hygiene services by proclaiming the amendment to the *Dental Hygiene Act, 1991*. This means that authorized dental hygienists are free to decide, based on a comprehensive assessment, to proceed with scaling and root planing, including curettage, without the order requirement. This legislation validates the belief of this College and the conclusion made by HPRAC in 1996, that removal of the order requirement from the *Dental Hygiene Act, 1991* would satisfy the public interest principles of access, equality, accountability and quality of care, without placing the public at an increased risk of harm. This is an example of good government. It places the needs of the public first.

### What this means to the public

Under previous legislation, persons wishing to have their teeth cleaned by a dental hygienist would first have to be examined by a dentist and an "order" would have to be given for this client to access dental hygiene care. We heard from many individuals and groups in Ontario who found this system to be a barrier to dental hygiene care. Reasons people did not see a dentist are numerous but often mentioned were cost, physical access, geographic isolation, and unperceived need.

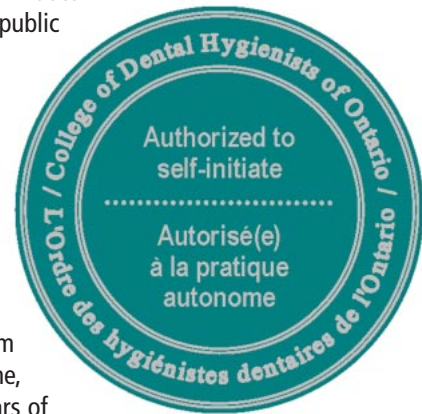
Under the new legislation, with the barrier of seeing a "dentist first" now optional, the public can choose where and when they will receive dental hygiene services. This client-centered system will allow dental hygiene services to make their way into less serviced areas addressing a need that has been long recognized by the CDHO. New dental hygiene practices will emerge in less traditional settings. Dental hygienists will be setting up mobile practices to visit clients that are home bound. Some will be setting up practices in rural settings, community health centers, cultural communities and stand-alone dental hygiene clinics.

Increased access to dental hygiene services means that more people in Ontario will be screened for oral health problems that may have a direct impact on overall health. Dental hygienists will work with their clients to establish a plan that will include disease prevention, therapeutic interventions and appropriate referrals. Dental hygienists will work collaboratively with other health care professionals to ensure that the health needs of Ontarians are addressed safely, effectively and efficiently.

### What this means to dental hygienists

Dental hygienists now have the option to proceed with their authorized act of "scaling teeth and root planing, including curetting surrounding tissue" on their own initiative (if there are no contraindications as prescribed in the contraindications regulation) or under an order from a member of the RCDSO.

Those dental hygienists wishing to self-initiate must apply, and receive, authorization from the CDHO prior to practising without an order. All dental hygienists should have now received packages containing the application for self-initiation as well as other documents critical to self-initiation in Ontario. Dental hygienists who are authorized to self-initiate are identified on the public register and have received a seal to place on their wall certificates to ensure public confidence.



Dental hygienists who establish dental hygienist-owned practices are to inform the CDHO of the name, address and particulars of the practice so that the College can make this information available to the public wishing to locate a dental hygienist-owned practice.

Dental hygienists who choose to continue working under the order may continue to do so. A client-specific order is still required for dental hygienists who provide orthodontic and restorative procedures and services. All dental hygienists who have **not** received authorization from the CDHO to self-initiate are required to: work under an order from a member of the RCDSO; have a hard, accessible copy of all standing orders; have documentation to support specific orders; and record a reference to the order in each client entry. The CDHO recommends that registrants use the standing order protocol available on the CDHO web site ([www.cdho.org](http://www.cdho.org)).



# COMMONLY ASKED QUESTIONS ABOUT SELF-INITIATION



Representatives of the College are currently visiting different localities throughout the province to discuss the amendment to the *Dental Hygiene Act, 1991 (DHA)* and other changes that will occur as a result of the *Health System Improvements Act, 2007*. Below are some of the commonly heard questions.

**Q:** When does the new legislation come into force?

**A:** The amendment to the *DHA* came into effect on September 1, 2007. Many of the other changes that will affect the inner workings of all of the *RHPA* Colleges come into effect on June 4, 2009.

**Q:** Has the amendment affected the need for a prescription to take radiographs?

**A:** No. The taking of radiographs is governed under HARP (*Healing Arts Radiation Protection Act*) and has not changed. A prescription, based on a clinical evaluation by the prescriber, is required.

**Q:** Is the \$75 application fee for approval to self-initiate a one-time fee?

**A:** Yes. The application fee is the same as the one for initial registration.

**Q:** Do you have to be a member of the CDHA to access the on-line course that will be available in January?

**A:** No, but there may be a small difference in the fees.

**Q:** If you start your own practice, which fee codes do you use and how are the fees determined?

**A:** The dental hygiene fee codes are available from the CDHA ([www.cdha.ca](http://www.cdha.ca)) and the fee guide is available from the ODHA ([www.odha.on.ca](http://www.odha.on.ca)).

**Q:** If we choose to self-initiate, will our professional malpractice insurance cover us?

**A:** As long as you are practising legally, within the regulations, then your current insurance will cover you. The insurance carrier will never cover malpractice when the procedure performed was not a legal act.

**Q:** Will there be any change to the documentation required in my chart entry?

**A:** If you are authorized to self-initiate, then you do not need to write the reference to the "order" as you did in the past. If a medical clearance was obtained, the source and circumstances must be documented.

**Q:** If I work in a dental office, who chooses if I work with a "standing order" or self-initiate?

**A:** The dental hygienist does as s/he is governed by the *DHA*.

# 2008 RENEWAL FORM

► By Joyce Quan, Registration Coordinator

- Renewal forms will be mailed out during the week of November 15, 2007.
- Deadline for renewing your certificate of registration is January 1, 2008.
- 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 1<sup>st</sup> 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 1<sup>st</sup> 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](http://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.
- You must practise and correspond with the College in the same name as the one you are registered with. Any changes to your name 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 web site or recent mailings you received from the College. **Do not** rely on Canada Post to forward your mail in a timely fashion. You **will not** be contacted if renewal forms are returned by Canada Post.
- > Deadline for address changes to be reflected on the renewal form is November 5, 2007.

### 2. Send your renewal form in early.

- > Do not wait until the last minute to mail your renewal form. You can post-date the cheque up to January 1<sup>st</sup>. **All renewals received post-marked after January 1, 2008 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
- > Renewal form is not signed with the same name as the one you are registered with
- > 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 1<sup>st</sup> or within one week from the date of notification, the late payment fee of \$100.00 will also apply.

### 5. Are you renewed?

- > Your 2008 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 and phone number will be considered the business address and phone number, 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 3, 2007.

- > To renew on-line, you need a User ID (your registration number), password (printed on 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 have forgotten it, please e-mail [renewals@cdho.org](mailto:renewals@cdho.org). Provide your full name, registration number, and birth date. A password will be e-mailed 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. Please e-mail your new address and phone number to [addresschange@cdho.org](mailto:addresschange@cdho.org).
- > You cannot change your certificate of registration status from inactive to a general or specialty certificate of registration through on-line renewal. You need to renew by mailing in your renewal form and any supporting documents if required.

## 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 2007 and plan to renew with an inactive certificate of registration for 2008, tick the “inactive” status and submit the appropriate registration fee.
- > Registrants can renew on-line if they are changing their status from general or specialty certificate of registration to an inactive certificate.

### From Inactive to General/Specialty Certificate of Registration:

- > For registrants who are registered with an inactive certificate of registration in 2007 and plan to renew with a general or specialty certificate of registration for 2008, 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.*

- > If you have any questions, please contact Joyce Quan at 416-961-6234 or 1-800-268-2346, ext. 238 or by e-mail to [jquan@cdho.org](mailto:jquan@cdho.org).

### 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 e-mail.
- > Failure to notify the College that you are not planning to renew would lead to a suspension and possibly a revocation status on your registration status history.

## CERTIFICATE OF REGISTRATION STATUS - Your Options

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

### General/Specialty Certificate

To continue to hold a general/specialty certificate of registration, you still must meet the conditions of holding a general/specialty certificate, even if you are not practising dental hygiene in Ontario. This would include having valid professional liability insurance for the year and participating in the Quality Assurance Program (maintaining a professional portfolio, participating in CQI activities, and the possibility of being selected for the peer assessment). The current fee for a general/specialty certificate of registration is \$250.00.

### Inactive Certificate

The inactive status is for registrants who would like to remain registered with the CDHO but do not wish to practise dental hygiene in Ontario. Registrants with an inactive certificate of registration would continue to receive mailings from the College and are expected to renew every year. Although you cannot practise dental hygiene in Ontario while holding an inactive certificate of registration, you are still entitled to use the designation RDH.

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/specialty certificate of registration. The current fee for an inactive certificate of registration is \$50. With an inactive status, you do not require professional liability insurance for Ontario. Although you must continue to maintain your professional portfolio, you will not be part of the Professional Portfolio/Practice Review stratified random selection.

Before you can start practising dental hygiene in Ontario, you need to contact the College for the Change of Status Application Form and, if you had registered with another regulatory body, Form B – Certificate of Professional Conduct. You should contact the College and start the process about 2–3 weeks prior to wanting to start practising dental hygiene, especially if a Form B is required. The fee would be the difference between the fee of a general/specialty certificate and the fee you had paid for the inactive certificate 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/specialty.

### Resignation/Not Renewing

The other option is resigning from the College. You must notify the College in writing if you wish to resign, or sign on the appropriate area 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.

## New Registrants – June 8, 2007 to October 19, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
<b>A</b>		<b>C</b>		Edwards, Janelle Sara	011181	<b>I</b>	
Abbott, Erin Elizabeth	011206	Cain, Jessica Christina	011535	Eisan, Krysten Nadine	011522	Iancu, Irene	011524
Abeysondera, Natasha	011532	Callaghan, Mary Beth	011175	Elejel, Mary	011439	Ilag, Rosanna Rizza	011415
Abidi, Zain	011562	Cardona, Grace	011112	Ellenberger, Erin Marie	011393	Irving, Samantha	011375
Aboughatas, Mary	011546	Carvalho, Sandra Raposo	011417	Ellenberger, Rebecca	011344	Isabella, Thea	011490
Abrams, Amy	011153	Castelhana, Sonia	011512	Empey, Alisha Dawn	011461	<b>J</b>	
Abruscato, Josie	011499	Caucchi, Chiara	011177	Escoffery, Tanya Lorraine	011492	Jackson, Laura Christine	011263
Akar, Bulent	011507	Cechet, Nicole Marie	011394	Espinoza, Daisy Helen	011457	James, Keosha	011135
Ali, Deeba Khanam	011453	Cecile, Danielle Christine	011386	Evoy, Lindsay	011123	Jamieson, Lindsay	011330
Al-Khoja, Gheed	011327	Ceron, Jorge Edgardo	011497	<b>F</b>		Jarbandhan, Ursula	011305
Aloia, Denise	011269	Chanco, Jennifer Elaine	011560	Facca, Sylvia Santina	011279	Jennings, June Claudia	011584
Amerska, Kate	011479	Charbonneau, Melanie	011242	Faragalla, Fadi William Ishak	011553	Jinnah, Salimah	011548
Andrisevich, Deborah Laura Marta	011139	Charlton, Dawn	011476	Fawcett, Alison	011326	Johnson, Tanya	011478
Arnold, Jamie	011384	Chen, Jing	011202	Feher, Gabriella	011538	Johnstone, Jill	011420
Arnold, Melissa Beatrice	011504	Chen, Tina	011270	Fernandez, Jordana	011358	Johnstone, Laura Nicole	011185
Astrachan, Alla	011526	Chin, Kelly	011571	Field, Britney Lauren	011432	Josh, Arti	011491
Auguste, Diana	011360	Chtol, Tatiana	011122	Filipovic, Joanne	011448	Juneviciene, Svetlana	011267
Aulakh, Kiranpreet	011284	Chuback, Christal A	011364	Flaxey, Karianne	011259	<b>K</b>	
Ayala, Vilma	011519	Chung, Lesley	011136	Fleurant, Joanie	011158	Kaloshi, Amazona	011193
<b>B</b>		Cilia, Romina Maria	011493	Flores, Judyth Elizabeth	011510	Kaur, Charandeep	011528
Backtash, Soraya	011474	Claire, Sandeep Kaur	011207	Forte, Emily Brooke	011251	Keeler, Katie	011133
Bagaybagayan, Andrea	011146	Clark, Kimberly	011276	Fortier, Caroline	011350	Keenan, Tracey	011243
Bains, Gurleen	011229	Claus, Christina April	011371	Foster, Margo	011397	Kelland, Ashley	011468
Baker, Beth	011120	Clouthier, Melissa Erin	011151	Francis, Germaine	011449	Kelly, Natalie Deanna	011310
Balytska, Olena	011143	Coates, Deanna	011148	Freeman, Victoria L	011118	Keshavji, Nadia	011292
Bannister, Sara Ann Beth	011261	Collins, Tabitha Ginette	011266	Frost, Natalie	011511	Khurana, Harleen Kaur	011212
Barbosa, Margarida Maria		Colterman, Paula Catherine	011129	<b>G</b>		Kim, Chanda	011301
Magalhaes	011542	Commisso, Rosanna	011339	Gadziala, Margaret	011176	Kirkpatrick, Jayanne Elizabeth	011334
Barnett, Christine Lynn	011316	Conflitti, Susanna	011205	Gakhar, Alpna	011543	Klapatiuk, Candace	011365
Bart, Sarah Michelle Lynn	011440	Conto, Melanie Fay	011578	Ganga-Stefanescu, Gabriela	011352	Klundert, Jennifer	011154
Basconcillo, Jasper Regina	011451	Corbin, Troy Terrance Carlisle	011573	Garcha, Raman	011450	Koehler, Sarah Autumn	011191
Basile, Crystal	011433	Corman, Lindsay	011324	Gillies, Jessica Marguerite	011225	Kondor, Lilla Mari-Ann	011264
Batziacas, Sophia	011265	Cormier, Annie	011293	Girgis, Haidy	011113	Kravets, Svitlana	011485
Bayona Alarcon, Javier Eduardo	011233	Corner, Kathryn Elizabeth	011260	Glaister, Jaimie	011333	Krishko, Carly Laura Nadia	011248
Beaton, Mindy	011392	Cowen, Rachel Nicole Phoebe	011473	Godfrey, Dominique Michelle	011298	Krishko, Joely	011190
Beck, Candice	011340	Curelea, Mirela Adina	011529	Gonzales, Maria Lourdes	011534	Kumra, Rubina	011409
Bedford, Devon Catherine	011167	Cvetkovic, Sandy	011234	Goodliff, Emily	011311	Kurunathan, Ravichandrika	011377
Beeram, Rajeev	011111	Cyr, Jennifer Anne	011367	Gordon, Erin Heidi	011239	<b>L</b>	
Belair, Stacy Ann	011551	Czernecki, Sabrina	011452	Gordon, Latoya	011356	Labelle, Emilie Yvette	011186
Bendicion, Merriam	011494	<b>D</b>		Gosse, Kaye Grace	011255	Laboviti, Ermioni	011530
Benedet, Laura Maria	011410	Dabu, Catherine	011585	Gotecha, Daxa Hitesh	011110	Laferriere, Julie	011472
Bennett, April Marie	011192	D'Aguiar, Rebecca Maria	011347	Graham, Andria	011454	Lafleur, Vanessa	011281
Berger, Caroline Bresemann	011362	Daigle, Melissa Linda	011376	Grau, Rae-Ann	011435	Lafortune, Jennifer Irene	011481
Berthiaume, Renee Linda	011523	Damphouse, Sarah	011157	Green, Melissa Rose-Anne	011436	Lafrance, Josee	011335
Bholat, Rebekah	011283	Davies, Sarah H	011351	Grewal, Balprit Kaur	011552	Lafrance, Josee	011335
Boismier, Nicole	011306	De Pauw, Leanne	011286	Guan, Rong Jun	011463	Lam, Thao	011117
Bokhari, Huma	011470	Dean, Melanie	011495	Gueli, Sebastian	011567	Lamanna, Yvonne	011537
Boland, Michelle Marie	011262	Deguire, Stefanie	011179	Gunion, Christina	011544	Landry, Stephanie	011477
Boltiansky, Alla	011513	Deliapostolou, Soula	011549	Gutierrez, Saida	011486	Lapicciarella, Antoinette Nicole	011500
Borabo, Rosana	011387	Dennis, Kristin	011303	<b>H</b>		LaRocca, Filomena	011290
Boreham, Anneli	011390	Desjardins, Juliane	011140	Haars, Jennifer Marie	011115	Larocque, Julie	011579
Bose, Nandita	011458	Detering, Jennifer	011346	Habbal, Halima	011438	Larose, Michelle Lorraine	011203
Bouck, Whitney	011150	Dhir, Devi	011130	Hall, Morgan	011475	Lavigne-Gagne, Chantel Renee	011214
Boyd, Hailey Christa	011232	Di Giantommaso, Melanie	011322	Halverson, Caren Leanne	011257	Lawrence, Crystal Lynn	011580
Bradley, Ashleigh Christine	011165	Di Massa, Natalie	011221	Harvey, Leah Erin	011273	Lazure, Stacy Allison	011465
Brady, Topaz	011561	Dias, Cynthia	011152	Hewitt, Chriseta Melissa	011545	Leblanc, Josee	011250
Brandon, Meghan Victoria	011381	Diaz, Ulia	011434	Hildreth, Marie	011161	Ledis, Anna	011395
Brannan, Crystal Lea Marie	011332	Ding, Guoli	011514	Hill, Heather Marjorie	011142	Lee, Ann	011353
Brousseau, Amber	011131	Dodds, Laura	011299	Hlinka, Rachel Carla	011291	Lee, Juyoung	011114
Brown, Stacie Lynn	011429	Dominkovic, Ana	011213	Ho, Nguyen Thuy Van Thao	011369	Lefebvre, Felicia	011501
Buchanan, Wendy Eileen	011217	Dosaj, Jayna	011238	Hofland, Sandra	011197	Lent, Andrea Arline	011345
Buist, Roxanne Dawn	011319	Dousett, Heather	011576	Holland, Kelly-Ann	011246	Lester, Rhea Nicole	011554
Bulajic, Mirjana	011527	Duffin, Susan Michelle	011380	Howes, Lesley	011320	Lewis, Sharienne	011218
Burdo, Anna	011385	Duffy, Alina	011406	Huang, Qian	011124	Li, Ying	011160
Burke, Gail	011209	Dumas-Theberge, Sheena Nadine	011564	Hunt, Karen Dawn	011226	Liang, Selina Qingxin	011211
Burt, Lina Suzanne	011178	<b>E</b>		Husein, Fahranaaz	011502	Liao, Sidney	011498
Buxton, Helen Louise	011541	Echavez, Raymond	011223	Hwang, Emily	011508	Linauskas, Sonja Kathleen	011455
						Lindley, Valerie Elizabeth	011555



# STATUS UPDATE

## New Registrants – June 8, 2007 to October 19, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Ling, Linda	011540	O		S		Tzellos, Anna M.	011227
Liu, Humphrey	011354	O'Connell, Christine Elizabeth	011162	Sabri, Yasmina	011159	U	
Liu, Ziqi	011155	Oppers, Leigh	011556	Saemi, Elahe	011480	Ungor, Melannie AC	011343
Lo, Florence	011244	Ou, Shumin	011174	Sagle, Angela Diane	011414	V	
Logan, Sarah Jacqueline	011216	Ouellet, Melanie	011128	Samson, Maria Roxana	011254	Vail, Susan Veronica	011285
Lombardi, Jennifer	011557	P		Santaolaya, Bless	011256	Valentini, Crystal Dale	011399
Loranger, Shana	011391	Pai, Rebecca	011437	Santeramo, Nicole	011586	Van der Reest, Marijke Lynne	011278
Lovell, Sherrilynn	011308	Palameta Klapwyk, Natalie	011280	Santos, Selma	011487	Vanos, Katie	011183
Loyer, Lynne Alice	011304	Palumbo, Lianna Nicole	011328	Saquiian, Marion Angela	011274	Veilleux, Kimberly Megan	011277
Lukic, Spomenka	011515	Paolella, Miranda	011503	Scarlett, Jessica Anne	011231	Vlashi, Katerina	011416
Lutzykowska, Kasia M	011442	Patel, Bhavna	011163	Schiavone, Rosetta	011389	W	
MacDonald, Catherine	011272	Patrick, Meghan	011368	Seda, Rosa Helena	011469	Wagner, Caleigh	011210
MacHale, Melanie Lynn	011282	Penalagan, Cathie Jean	011570	Semenyna, Antonina	011166	Waichenberg, Michelle	011430
MacLean, Margaret Marie	011404	Perchyk, Oksana	011236	Semi, Kiran Kaur	011447	Wajid, Salama	011388
Maher, Karen	011315	Pereira, Creselle	011289	Seymour, Sarah	011464	Wang, Ah Moil Helen	011517
Mainville, Claude Maxine	011116	Perry-LeGallais, Tanya Lynn	011201	Shahata, Mariam	011400	Wang, Yanping	011220
Manolas, Kati	011372	Persaud, Rosanna	011520	Sharma, Sonia	011296	Wang, Yu Maggie	011187
Marcos, Manuel Gregory	011109	Peschynski, Taryn Avery	011249	Shokar, Gurbakhshinder	011568	Ward, Lucille	011484
Mares, Roxana	011379	Peters, Lindsay	011182	Sim, Sarah	011402	Watson, Julia Natalie	011574
Markiewicz, Mirosława	011569	Phan, Anh-Lan	011550	Simone, Erin	011539	Weckworth, Brandy	011134
Masci, Julie	011224	Picillo, Melissa Andrea	011235	Simunkova, Kat	011325	Wheeler, Jodi-Lynn	011531
Mastrobuono, Bevin Anne	011337	Poirier, Estelle	011382	Sinasac, Heather Lynn	011195	Whibbs, Michelle	011425
Maxwell, Karen Amanda	011558	Poitras, Celine	011563	Skinner, Caitlin Marie	011252	White, Amanda Stacey	011374
Maycock, Kathleen Tenille	011483	Porter, Katrina Diane	011533	Smelsky, Tamara Elizabeth	011349	Widlak, Daria	011431
McCleary, Kathryn Christine	011357	Potetsianakis, Stephanie	011336	Smith, Kristina	011506	Wilcox, Charity Ann	011383
McCullagh, Kelly	011412	Poulin, Josee	011245	Smith, Sabrina Nicole	011198	Winemaker, Kari Sarette	011418
McDonell, Fiona Beth	011119	Proca, Cipriana Adelina	011467	Soliven, Michelle	011314	Wong, Estella	011137
McEvoy, Ashley Elizabeth	011423	Proud, Crystal	011459	Soltanpanahi, Faith	011323	Wootton, Stephanie Ann	011189
McKay, Carolyn	011419	Pucar, Kristina	011338	Soorae, Gurpreet	011363	Wright, Amy	011144
McKinnon, Rebecca	011164	Puerta-Burri, Rosenie	011441	Soucie, Madeline Jean	011411	Y	
McLaughlin, Ingrid	011300	R		Stacey, Joanne Loreen	011275	Young, Michella Meghan	011505
McLaughlin, Marisa Arlene	011471	Radojkovic, Carmen	011396	Stevens, Crystal Marie	011172	Z	
McLeish, Lauren Beth	011581	Raghoonandan, Pamela	011426	Stevenson, Kristy Lynn	011428	Zeitlin, Inga	011516
McLeod, Lindsey Raye	011241	Raghunath, Jenifer Theresa	011321	Stewart, Tammy Rose	011331	Zelsman, Jordana Michelle	011145
McLeod, Teresa J	011126	Rajan, Nadia	011583	Strudwick, Tracy Christine	011230	Zhong, Helen	011156
Mehan, Alka	011566	Ramsarup, Kavita	011268	Swarup, Kavita	011559	Ziade, Aline	011200
Mejia, Karen Andrea	011588	Ramsay, Amy	011309	Swarup, Manjari	011577		
Mendonca, Inesia	011359	Randall, Stephanie Faith	011572	Swirgon, Terri Anne	011215		
Mendonca, Sonia	011398	Rashid, Mehwish Mohammed Abdul	011194	Sworesho, Lena	011427		
Mesiona, Alma	011582	Raymond, Renee Nicole	011421	Szmiett, Jeanette Elizabeth	011208		
Miehm, Stephanie Ann	011317	Razavi, Fereshteh	011547	T			
Milano, Maria	011294	Rea, Terena Nicole	011247	Tanaka, Kaori	011536		
Miller, Jamie	011366	Reddom, Tasha Lynne	011219	Tan-Ferguson, Erelin	011297		
Miller, Katie	011408	Reehal, Parminder Pretty	011258	Tanner, Kathleen Patrice	011456		
Millie, Caitlin	011405	Regnier, Janik	011127	Taova, Zarina	011147		
Minor, Alex	011184	Reid, Roxanne Genean	011407	Taylor, Charmaine	011132		
Minor, Jessica	011169	Reisiger, Casey	011370	Taylor, Robert James	011466		
Mitas, Mabel	011445	Renaud, Tiffany Ann	011199	Tenney, Miranda Debra	011237		
Mitrothanasias, Kristina	011295	Ricafort, Mary Jane	011496	T-Geyorgis, Helen	011355		
Mohammadi Boghaie, Sakineh	011180	Rice, Amanda	011204	Tharmalingam, Suthajini	011525		
Montoya, Diane Elizabeth	011565	Richard, Jansen Brian	011518	Therrien, Julie Liliane	011149		
Moore, Beth Ann	011462	Rivard, Leah Marie	011361	Thompson, Kimberley	011413		
Moore, Erin	011271	Rivas, Jackeline Margarita	011509	Thompson, Meghan Laura	011373		
Moosie, Simone Elizabeth	011443	Rivet, Marilyne	011348	Thompson, Melissa	011141		
Morand, Denice Elaine	011329	Rizos, Helen	011424	Thompson, Tabitha Lynn	011168		
Mullett, Lisa Anne	011312	Robb, Laura	011240	Thomson, Sandie	011196		
Murdoch, Emma	011121	Robert, Chantel Marlene Loretta	011482	Timleck, Lindsay	011378		
Mwanga, Josiane	011446	Robichaud, Vicky Marie Nicole	011575	Toneguzzi, Leah	011288		
Myles, Alyssia Marie	011170	Robles, Jennifer	011342	Toor, Manmohan Kaur	011287		
Myles, Brenda Lee	011460	Roch, Simone Janet May	011403	Tran, Tien	011587		
N		Rollinson, Amanda Lee	011173	Trent, Samantha Diane	011444		
Nagashima, Erika	011521	Romaniuk, Christina Rae	011253	Trepanier, April Jeanne	011313		
Nguyen, Jennifer	011138	Romano, Melissa	011422	Trombley, Chelsey	011228		
Nikitina, Svetlana	011489	Rosa, Nancy	011307	Trombley, Rachel Ashley	011341		
Noor, Shehneela	011401	Roshchina, Irina	011488	Truesdale, Diana	011222		
Noun, Teresa	011302	Ruvinsky, Margarita	011171	Truong, Thuy Thanh	011318		
		Ryjova, Irina	011125	Tsymbalyuk, Tetyana	011188		

## Authorized for Self-Initiation – as of October 24, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
A		Colalillo, Kathy	003049	Greenwood, Melissa Anne	009841	Lacoste, Lisa Frances	006660
Abtan, Bryna Penny	003629	Colley, Natalie	003706	Grossi, Danielle	007834	Lacroix, Lisette D	001402
Adams, Maureen Anne	002853	Conaghan, Anne-Marie	005874	Guha, Mary Josephina F	003501	Lahti, Julie	008482
Aitken, Sharon Marie	001176	Conley, Jodie	009560	Gunn, Janyce	005310	Lakha, Salma	004776
Albaum, Debbie	003927	Consiglio, Giulio	006142	H		Lantaigne, Rachel Yvonne	002193
Alcantara, Margarida	008603	Consoli, Barbara Marie	005312	Hambleton, Jan Catherine	002432	Lapierre, Judy Ann	002430
Alexander, Julia Anne	001313	Cooper, Susan Margaret	000560	Hardill, Lisa	009141	Lariviere, Lee Ann M	005494
Ammonn, Sandra Lynn E	006623	Costa, Rosella	008202	Harness, Jena Lea	008936	Lavigne, Dawn Katherine	005209
Amor, Orly	008366	Cowie, Susan Kathy	004970	Harteveld, Donna	002540	Lawlor, Sandra Marie	000873
An, Soo-Lyun	007133	Coyne, Bernadette Mary	002748	Hartin, Ashley	009317	Leal, Shaunna Leahann	003486
Anderson, Lori	005725	Cristello, Dianne Elizabeth	006977	Hay, Juliette	003662	LeBoeuf, Katherine M	003577
Anderson, Michelle Joyce	005187	Cruz, Luzminda Librea	004824	Hermano, Lualhati	005812	Lee-Elias, Joyce	008440
Anderson, Sherri Lynn	005609	Csikos, Janet Lesley	005478	Herrfort, Tracey Kristal Anne	006084	Leggett, Brenda Sheran	001146
Archer, Pamala Lee	005553	D		Hicks, Cindy Anne	005738	Leonard, Joanne E	002578
Arsenault, Rosemary Joan	001224	Da Silva, Isabel Maria	009239	Hill, Lisa Marjorie	004176	Lepage, Carolle Eva	004546
Asselin, Michel R	006369	Dafos, Tammy A	008103	Hinton, Ljiljana	006366	Lessard, Laurie Ann	002581
Atkins, Linda Rosalind	000204	Dagys, Dawn-Ava C	003032	Hochu, Susan Jane	001668	Lindsay, Diana Catherine	003165
Austin, Cynthia Lynn	001376	de Pelham, Cynthia	001394	Hocson, Khristina Lissa	009477	Lissia, Eva	005001
B		Denis, Roxanne	007172	Holden, Karen Marina	003592	Logan, Deborah Joanne	001141
Ballman, Christina Mary	005629	Deschamps, Denise	003851	Horler, Wendy Anne	005529	Long, Stacey Lynn	006318
Banting, Amie Marie	008873	Detlor, Margaret Anne	003509	Horton-Rader, Jody Lynn	009662	Longman, Janifer Lin	005514
Baranek-Fior, Joanne P	001792	Dhir, Indu	005752	Hosny, Sherin	004478	Lonsky, Sandra Barbara	004438
Bartlett, Kimberley D	005787	Di Gianni, Loretta	006192	Huber-Albrecht, Ruth R	002815	LoPilato, Josephine	003694
Barty, Sonia	007810	Diakouloukas, Thomais May	006139	Hunt, Serene Amber	008283	Lowman, Faith Esther	003255
Behrouzi, Elham	006805	Dick, Elizabeth Ann	001760	Huot-Penrose, Johanne	001948	Lozanovski, Liliann	004779
Bennett, Kristine	006304	Donnan-Sherry, Jacqueline C	006212	Hurlehey, Jane Elizabeth	002636	M	
Bernier, Dana Anne	006035	Doody, Susan Karin	006414	Hutchings, Susanne Jane	003638	Ma, Jian	008915
Bertram, Mary Adelene	000438	Dousett, Heather	011576	Hutter, Carol Ann	006430	Macchione, Teresa	006824
Bertrand, Stephanie	008862	Doyle, Melanie	006533	I		MacDonald, Jennifer L	007724
Beti-Toffelmire, Lauma	003341	Dufour, Lisette M	002895	Ilardo, Maria Rosemary	009437	MacDonald, Nancy Mary	005260
Biebersdorf, Nicole Renee	005364	Dumouchelle, Nancy Louise	002520	Ivan, Kim Denise	002845	MacDonald, Shelley L E	003246
Biro, Julie Anne	006549	E		J		MacKay, Sandra Jean	006901
Bishop, Cheryl Lynn	004003	Enstrom, Trudi Ester	001166	Jacob, Kathleen E	004088	MacPherson, Mary Winnette K	005965
Black, Michelle Rose	005612	Esposito, Pierina	004462	Jagielski, Barbara	007863	Magill, Laurie Ann	000821
Black, Susan Lynn	002825	Estrin, Julie	005713	Jamieson, Linda	001013	Malcomson, Paula Dale	006327
Bodnarchuk, Elvira Divina	001445	F		Jeffers, Shalon Tamara	008920	Malik, Uma	004654
Borins, Bonnie Joyce	000376	Famula, Cynthia Louise	002547	Jeffrey, Bonnie Lou	000701	Manacki, Patricia Joan	001611
Bourdages, Mary Ann	001274	Farber, Rhonda	003988	Jesin, Evie Florence	000714	Mannen, Kelly Lee	006785
Bourgon, Linda Elizabeth	002993	Farrell, Joanne	003203	Johns, Donald	002429	Manning, Louise	005590
Bracic, Ljiljana	004384	Felbel, Lynda Doris	001155	Johnsen, Nancy Jayne	006066	Mantzoris-Hassos, Christine	003063
Branchiere, Lindsay	009255	Ferderber, Diane Joan	001042	Johnston, Nancy Louise	004466	Marchand, Nancy	001963
Brown, Kristin A	008941	Feres Patry, Kathleen Ann M	001472	Johnston-Tabacoff, Heather A	002871	Marcinkowski, Susan Ruth	004022
Bruce, Lois Catherine	003704	Fingado, Heather	005343	Jonescu, Trudie	008539	Marsh, Christine M	002442
Burns, Brenda Marlene	001119	Fixter, Patricia Anne	002054	Jowhari, Homeira	006417	Martile, Trisha	008618
Burns, Marie Diane	002440	Foteu, Vanessa Dianne	009327	Juhasz, Margit	005295	Mathews, Christine	008612
Busque, Claudine	007977	Funk, Linda M	009305	Junek, Karen Dianne	002081	Matteau, Colleen Elizabeth	008952
Butler, Nancy Lynne	005384	G		K		Mayer, Mary Katarina	001706
Butler, Susan Elizabeth	005588	Galloro, Giulia	008199	Kanters, Lisa Danielle	006518	McCormick, Susanne Kimberly	007388
Byrnes, Catherine Lea	004505	Ganis, G Judy	006438	Kardaras, Demetra	005241	McDermott, Brandi	007529
C		Garcia, Dianne C	009226	Keates, Katherine	004192	McDow, Ann Ingrid	002692
Cameron, Kelvin John	005177	Garlough, Lori Lee	005839	Kekulawala, Hasintha	009485	McEathron-Siydock, Nancy	003464
Campeau-McGee, Mary Irene	001707	Garniss, Erin	009042	Kelly, Karen R	007513	McFadden, Janice	007167
Carcich, Elizabeth P	005253	Gatsinos, Christina	008494	Kempe, Robyn S	006701	McFarland, Joan Stephanie	001311
Cardamone, Cindy	003148	Gauthier, Anna	003719	Keough, Nathalie	006929	McGee, Diana Lynn	006267
Carter, Linda	007350	Gellel, Jennifer	006863	Kerr, Lori L	004479	McGrath, Sandra Barbara	003284
Carvalho, Nancy Anna	005172	Ghilardi, Ada Monica	001655	Khaki, Shamira	004994	McKay, Linda Kathleen	003382
Casey, Helen M	001083	Gillies, Carol Ann	005396	Kim, Lisa Y	007871	McKeown, Lynda	000129
Cashman, Katharine Paula	002780	Gobbato Kazakis, Christine	004773	Kim, Mikyung	009855	McLachlan, Marjorie E	000650
Charyk, Karen Rose	000543	Goldsworthy, Kelly Louise	003337	Knowlton, Hanne	004576	McLean, Jennifer	005999
Chatterjee, Rita	009439	Goodman, Faygie	001010	Kogut, Valentina	008937	McLellan, Karen Lee	001112
Christianson-Gagnon, Kim A	003007	Gordon, Janice Elaine	004981	Koss, Sheila Anne	003406	McNamara, Inga V	002887
Ciccione, Chantal M	003948	Gordon, Stephanie L	007771	Kotuzza, Joanne Margaret	002796	McQueen, Susan Rebecca	006078
Cino, Geraldine Maria	004215	Gouweloos, Tammy Lynn	001893	Krievins, Tamara Alda	000991	McVeigh, Pamela	004778
Clarke, Martha Louise	001390	Grant, Patricia Lynne	001507	Kurtz-Fishbaum, Cathy	002898	Mei, Mei	006827
Clements, Lorna Anne	004185	Grater-Nakamura, Catherine E	004193	Kuzucuoglu, Elvan Nilay	007409	Mendes, Helen Euphemia	005580
Co, Barbara	007243	Gravel, Natalie	004541	L		Mendoza, Estela Marie	007259
Cohen, Dana	007703	Greenwood, Diane Zelda	001272	Labonte-D'Aoust, Gisele E	002560	Merkel, Katrina Marie	004420

# STATUS UPDATE

## Authorized for Self-Initiation – as of October 24, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Miliucci, Carmela	003066	Perkins, Laura Jean	001987	Shoemaker, Lisa M A	004802	Vasiliadis, Georgina	004408
Millstein, Sharon	005489	Piquette, Christine P	004753	Shoosterman, Irina	007369	Vermeiren, Anne Marie	009683
Mirbaha, Nasrin	005242	Plukasz, Helene	001096	Shorey, Nicole	002274	Viele, Anna Maria	003832
Moore, Carolyn Frances	006357	Polzer, Elisabeth	004319	Sicotte, Evelyne	008986	Vincent, Dawn	001684
Moore, Trudy Lynn	008146	Ponikvar, Sabrina Marisela	007986	Siddons, Teresa Anne	003787	Vinet, Lydia Ursula	003183
Moorhouse, Sandra Lynn	003933	Powell, Elaine Scott	007421	Sievert, Wendy Elizabeth	000253	Vitelli, Ida	004889
Morra-DiTommaso, Rocchina T	005109	Pyette, Rosa	002106	Silverman, Shirley Helen	000934	Voges, Cornelia	005013
Morrison, Shelley Lynn H	004524	R		Singh, Varinder	008588	Volliere, Gerald	005469
Morrow, Shari Lynn	002705	Raddatz, Karen Elizabeth	002291	Sivananthan, Shyamala	009563	Voytek, Larissa	008809
Mortimer, Lynn Ann	006807	Radford, Jane Adele	004246	Sivendra, Anna Luxmi	008498	W	
Muller, Margaret Leah	002784	Rai, Sandhya	008665	Skliros, Konstantina	005248	Wallace, Angela	005173
Mullings, Beverly	004470	Ramsay, Cheryl Lynn	001263	Smith, Laura Allison	003769	Wallis, Deborah Ruth	001899
Murphy, Angela Marie	004206	Ranson, Catherine G	003044	Sonke-Buck, Elisabeth C M	001998	Walsh, Margaret Elaine	000673
Murphy, Patricia Laura	002867	Ravazzolo, Mary-Louise	004009	Southern, Barbara Jan	002514	Walsh, Shelagh E	001428
Murray, Linda	001552	Raynak, Susan Elizabeth	001441	Spencer, Sarah Louise	008414	Way, Janice Elaine	001685
Mutch, Michelle Lillian N	007980	Rice, Paige Veronica	008455	St. Hilaire, Victoria Lynn	006662	Welgan-Cooper, Kimberley	002910
Nadeau, Lucie	003151	Richardson, Frances Ruth	000538	St-Cyr, Deborah Lynn	003714	Welland, Kimberley Aileen	005068
Naghieh, Marjan	008708	Riediger, Patricia Jean	002538	Steacy, Deborah Ann	001999	Welzel, Bertha Elizabeth	002229
Naguit, Ada	005051	Rimar, Janet E	003262	Stecjuk, Charlane E	001266	White, Cheryl R	000702
Neely, Dorothy E	002554	Robert-Mallete, Madeleine Anne	002362	Stephens, Susan	006917	White, Penny Lou	002760
Nervo, Luisa	001126	Roberts, Lori Aichele	004327	Stidwill, Frances M	002914	Wiebe, Nicole Monique	007343
Nichols, Marjorie Allison	003804	Robertson, Jaime Lynn	006706	Straver, Annette	005129	Wiese, Donna R A	007057
Nighswander, Jeanine	002480	Robillard, Katherine Rita	008598	Struchkov, Rita	009643	Wiggan-Galloway, Diana Delrose	009586
Nitsopoulos, Mitzy Maria O	006751	Rogers, Lisa G	001317	Stuart, Janet Carolyn	000944	Wiles, Diane Lynn	008714
O		Roketta, Lynne Chantal	003944	Sturgeon, Sharon Lyn	001307	Wilkes, Elizabeth P	004468
Oppedisano, Valentino	005993	Romanetz, Marilyn Doris	007002	Sukkel, Sylvia Manuela	004909	Williams, Judith A M	006001
Orpwood, Cathy June	001752	Roshanaie, Shiva	009608	Sulonen, Maire	000324	Williams, Preethi	007587
Orr, Lisa Nicole	009648	Rowan, Patricia Ann	002283	Sutherland, Karen Claire	000923	Wimmer, Joyce Ann	005868
Owen, Linda Jane P	001035	Russell, Elaine	002729	T		Wink, Lisa	004913
Palantzas, Astrid Johanna	004793	Ryan, Christine Ellen	001050	Taylor, Lisa Ann	002947	Wong, Lorna Nancy	008135
Panteloucos, Karen	003961	Ryan-Dejak, Brenda Maureen S	001173	Taylor, Suzette Jacqueline	007516	Woods, Beverley Anne	003043
Papadopoulous, Maria Anastasia	005969	Sahlas-Letsos, Stavroula	007053	Theoret, Guylaine	004130	Woods, Krystine	006186
Pardo, Concetta	007446	Samples, Carol-Lynn	001248	Thériault, Ginette	003383	Wraith, Jennifer Ann	005267
Patenaude-Restoule, Julie	006986	Sandiford, Leanne	002730	Thibert, Josie	006347	Wray, Katherine Amy	007089
Patterson, Constance Elaine	005012	Sasseville, Sheryl Ann	005708	Thomas, Georgia	006895	Wright, Andrea	003361
Pauk, Elizabeth Anna	003302	Sayle Derbyshire, Stacey L	005528	Tomczynski, Renata Agnieszka	008336	Y	
Paul, Catherine Lynn	002638	Schiff, Ronit Ayala	007658	Tong, Amy Ching Han	004255	Yake, Kathleen Andrea	002491
Payne, Marilyn Anne	002842	Schmoll, Andrea M	007639	Toris, Angela	009824	Yeung, Jean	000635
Pearce, Nancy Janet	002798	Secord, Francine Marie L	001767	Tripodi, Danny	006070	Yung, Natalia Sau-Kuen	007428
Pegg, Donna Jean	001669	Sedlak, Renata	006557	Tryhub, Zirka Oksana	004923	Z	
Pellegrini, Marisa	005378	Sellitto, Joanne Marie	003991	Tsui, Wai Man Ariel	007751	Zammit, Erica Roslynn	007720
Pellegrino, Tina Assunta	007267	Sestito, Julie Anne	008852	Tulk, Karen Marie	002074	Zincone, Lisa Donna	003926
Pellizzari, Cynthia Marie	003096	Shapiro, Rosalie Eleanor	000126	Tunaitis, Dalia Irena	006502	Zold-Sawision, Susan Ildiko	003077
Pereira-Purdon, Anna-Maria	007970	Sharma, Paul	007379	Turrell, Lori Elizabeth	002293	Zulian, Anne Mary	003339
Perin, Anne-Marie	002826	Shellswell, Sarah Melissa	008565	V		Zumbo, Tina	
		Shi, Nan	009337	Van den Horn, Brenda L	003699		
				Van Nood, Shelley C	002378		

## Resignations – June 8 – October 19, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Ashby-Chander, Melodie Yvette	003849	Baumgarten, Shelley M	002312	Rooks, Elizabeth Jean	006732	Tse, Wanda	004296

## Reinstated – June 8 – October 19, 2007

Name	Reg ID	Name	Reg ID	Name	Reg ID	Name	Reg ID
Crutchfield, Cathy Rosemary	002202	Schnepf, Nicole	006227	Therrien, Jenelle Renee	009593	Vandervelde, M June	005065
De Guzman, Kristel Anne	010665	Schoenhals, Chelsea Lynn	009922				

## Attention Health Editors: First dental hygienists in Ontario certified to self-initiate

TORONTO, Oct. 15 /CNW/ - The College of Dental Hygienists of Ontario (CDHO) proudly announced today the first 250 dental hygienists who have been assessed and granted the right to "self-initiate" under new legislation and standards of practice permitting the public direct access to oral hygiene care without a dentist's referral.

"This is an historic moment in the history of dental hygiene in Ontario and for the public's improved access to preventive oral health care," stated Cathie Mazal-Kuula, President of the CDHO.

The province of Ontario has joined British Columbia and Alberta and other jurisdictions that permit the public to have direct access to dental hygienists thus by-passing the cost and the need for a dental visit prior to teeth cleaning. The change to Ontario's legislation was championed by Kathleen Wynne, MPP Don Valley West and Donna Cansfield, MPP Etobicoke Centre along with members of the Ontario legislature from all three major parties. It was among the promises the McGuinty government kept.

"We anticipate that more and more dental hygienists will apply for approval to self-initiate as public awareness and public demand for direct access to dental hygiene increases," commented CDHO's Registrar Fran Richardson.

The dental hygienists that have successfully met the College's criteria and standards for self-initiation are located throughout the province. Dental hygienists who have been approved are identified on the CDHO web site ([www.cdho.org](http://www.cdho.org)) under "Find a Dental Hygienist".

The change means the public can have direct access to dental hygiene care in multiple venues such as in long-term care residences, in home care, in a traditional dental office or in an independent practice setting.

Access to oral hygiene services has been an ever growing challenge for the economically disadvantaged, seniors, immigrants and disabled persons as well as those living in northern and more remote regions of the province. Dental hygienists have been regulated health professionals under the

Regulated Health Professions Act, 1991 (RHPA) for over a decade, but were unable to meet the need for direct access due to archaic restrictions which were a hold over from the time when dental hygiene was regulated under dentistry and not as RHPA professionals with their own Dental Hygiene Act. The impact of the new legislation is expected to be significant among the many at risk communities currently facing obstacles in obtaining oral hygiene care.

The CDHO was established pursuant to the Regulated Health Professions Act, 1991 and the Dental Hygiene Act, 1991 as the statutory regulatory body for dental hygienists who are registered to practise in Ontario. There are currently 9,500 dental hygienists registered to practise by the CDHO.

For further information: Fran Richardson, CDHO Registrar at [registrar@cdho.org](mailto:registrar@cdho.org) or Lisa Taylor, Practice Advisor at [ltaylor@cdho.org](mailto:ltaylor@cdho.org)

## Competition Bureau Welcomes Greater Competition in Dental Hygiene

Ottawa, October 15, 2007 -- Two hundred and fifty Ontario dental hygienists today became the first in Ontario authorised to practice independently from dentists, a move the Competition Bureau expects will lead to greater competition in the oral healthcare industry and provide Ontario consumers with greater choice and lower prices.

This is the first time that dental hygienists will be able to practice their profession truly independently in Ontario. Previously, even dental hygienists who owned their own businesses could not practice without an order from a dentist.

"We are very pleased to see this development," said Richard Taylor, Deputy Commissioner of Competition. "Many professional services are subject to rules and regulations that have emerged over time, often to protect consumers and ensure service delivery standards. The question is whether these rules and regulations are still relevant, and whether we could get similar results with less cost to competition."

Self-regulated professions are a priority area for the Bureau, which expects to release results of a study into several self-regulated professions later this year.

The Competition Bureau encourages governments and regulators to critically examine restrictions on professions and to consider legislative initiatives from a competition-based perspective.

On January 18, 2007, the Commissioner of Competition sent a letter to dentistry and dental hygiene bodies outlining her support of the proposed changes to the Ontario legislation.

The Bureau has been actively monitoring developments in the market for oral hygiene services in recent years and has also sent letters to the governments of Alberta, Nova Scotia and New Brunswick when they were considering legislative reform. In 2006, the government of Alberta passed new legislation reflecting advice offered by the Commissioner. It is hoped that reform in other jurisdictions will also seek to eliminate or minimize impediments to competition.

The Competition Bureau is an independent law enforcement agency. We contribute to the prosperity of Canadians by protecting and promoting competitive markets and enabling informed consumer choice.

For media enquiries, please contact:  
Marilyne Nahum  
Communications Advisor  
External Relations and Public Affairs Branch  
819-953-9760

For general enquiries, please contact:  
Information Centre  
Competition Bureau  
819-997-4282  
Toll free: 1-800-348-5358  
TDD (hearing impaired): 1-800-642-3844  
[compbureau@cb-bc.gc.ca](mailto:compbureau@cb-bc.gc.ca)

# MANDATORY REPORTING – SEXUAL ABUSE

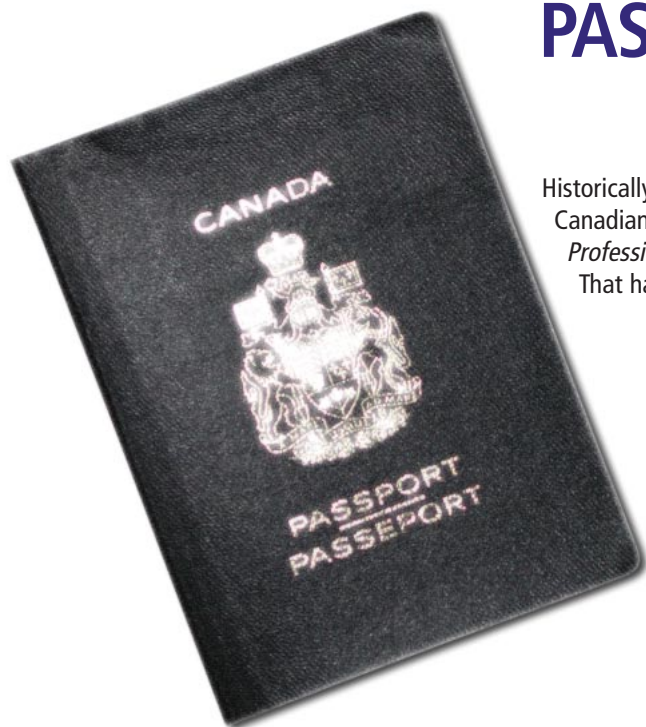
A client, whom you have been treating over a number of years, appears upset. When you ask her if she is ok, she bursts into tears and tells you that, prior to this appointment, she had been to see her another health practitioner whom she felt touched her inappropriately and that she did not feel that the touching was related to treatment. What do you do?

Do you

1.  Tell the client she is obligated to report the practitioner to her/his regulatory body.
2.  Report the incident yourself, including the client's name, to the appropriate regulatory body if you know the name of the health practitioner.
3.  Report the incident yourself, without the client's name unless you have her written consent, to the appropriate regulatory body if you know the name of the health practitioner.

See page 15 for answers

## PASSPORTS



Historically, physicians and some other professionals were able to act as guarantors for Canadian passport applicants. Although regulated under the *Regulated Health Professions Act, 1991*, dental hygienists were not permitted to be guarantors. That has now changed.

As of October 1, a person is eligible to be a guarantor if he/she:

- Holds a valid five-year Canadian passport, including one that has expired for no more than 365 days.
- Has known the applicant personally for at least two years.
- Is a Canadian citizen of 18 years of age or older.
- Was 16 years of age or older when they received their own first passport.

Penalties for false guarantees include loss of one's own passport and substantial monetary fines.

# THREE STRIKES AND WE'RE IN – ABANDONED HEALTH RECORDS

► By Dr. Ann Cavoukian, Information and Privacy Commissioner of Ontario



Dr. Ann Cavoukian,  
Information and Privacy Commissioner of Ontario

In May 2007, my office – the Office of the Information and Privacy Commissioner of Ontario (IPC), received a letter from the Royal College of Dental Surgeons of Ontario (the College) stating that they had been contacted by a number of patients of a dentist in the Ottawa area with reports that the dentist's clinic (the Clinic) had closed, without notice. The patients had contacted the College to ask for assistance because of their inability to gain any access to their dental records.

Following these reports, the College made a number of attempts to contact the owner of the Clinic, but with no success. Not having the power or authority to enter the clinic premises in order to seize the records on behalf of the patients, the College contacted my office for assistance.

Based on the information provided by the College, and a personal visit to the Clinic by an IPC staff member, it was confirmed that the Clinic had been closed for some time and appeared to be abandoned. In the ensuing discussions between the IPC and College staff, it was agreed that it was of paramount importance to secure the abandoned patient files and to allow patients of the dental clinic access to their records.

As Commissioner, I decided that, in the absence of any response from the dentist at the Clinic, I would exercise my powers of seizure under the *Personal Health Information Protection Act* (PHIPA), and enter the Clinic premises to take possession of the files. The College agreed to take custody of the files from the IPC, provide secure storage and facilitate access for patients seeking to retrieve their personal health records.

In order to investigate this matter and lay the proper ground work for obtaining possession of the dental records, my office gave written notice – the first of three – to the owner of the Clinic. In the first notice, the

owner was advised that: the IPC had initiated a complaint under *PHIPA*; that the matter was under review; and that a Health Order may be issued.

The notice elaborated on my decision to initiate a review because there were reasonable grounds to believe that the owner of the Clinic had not taken reasonable steps to protect the personal health information that he was responsible for against theft, loss and unauthorized use or disclosure, as required under *PHIPA*. Further, the owner was, in effect, denying his patients the right of access to their records. In order to ensure compliance with *PHIPA* and to facilitate access by patients to their dental records, the owner of the Clinic was requested to contact our office immediately to discuss how this matter could be resolved.

After receiving no response from the owner within a set time frame, a second notice was sent demanding that steps be taken to obtain the records and deliver them to my office immediately. With no response to the second notice, I issued a third, and final, notice notifying the owner of the Clinic that my office was intending to enter the Clinic premises and seize all patient records, pursuant to my powers as Commissioner under *PHIPA*. In my final notice, I provided the date that this would occur and indicated that the records would then be placed in the custody and control of a representative of the College.

Given the possibility that the owner of the Clinic may not have wished to co-operate, I contacted the Chief of the Ottawa Police Service (Ottawa Police) and requested the assistance of the Ottawa Police in carrying out my duty as Commissioner in entering the Clinic. The Chief readily agreed to assist my office in obtaining access to the premises, including making arrangements for a locksmith to be present at the Clinic when entry was to occur and notifying neighbouring businesses of what was about to transpire,

so as not to cause any alarm. My utmost gratitude goes out to the Chief, as the assistance and cooperation of the Ottawa Police was critical to achieving the goal of securing the patient records. Not only did the Chief kindly offer his assistance, but he also ensured that a police officer was present at the time of entry, in the event that an alarm had to be disengaged or some other unforeseen circumstances that may have arisen.

On the designated day of entry, an investigator from my office, a representative of the College and a police officer entered the Clinic. The investigator, with the assistance of the police officer and the locksmith, successfully entered and seized the dental records in question. In addition, five computer hard drives, that could have potentially contained additional health information of patients, were also seized, along with a number of

dental moulds. Custody of the records, hard drives and dental moulds were immediately turned over to the representative of the College as agreed, who transported them to secure storage at the College's offices in Toronto.

The first step undertaken by the College following the seizure of the records was to notify the patients who had initially contacted the College wishing to obtain their dental records. Following this, the College created an inventory of files and began notifying patients of the Clinic as to the whereabouts of their files and how to gain access to them.

While this is not the first case in Ontario concerning abandoned health records, it is nonetheless a noteworthy incident for my office. This case marked the first time that I exercised my powers as Commissioner under

*PHIPA* to enter the premises of a health professional in order to seize patient files. Although it is highly unlikely that I will need to use these powers on anything but an exceptional basis, the exercise proved to be extremely effective in ensuring that abandoned patient files were secure and that patients could exercise their rights of access to their health records.

This investigation is also an excellent example of how different organizations with varying mandates, can work together successfully to achieve a positive outcome. The coordinated efforts of the Ottawa Police, the College, and the IPC were critical to the successful recovery of the dental records of the patients involved in this complaint. I was delighted with the outcome.

---

## MANDATORY REPORTING SEXUAL ABUSE (continued from p.13)

Under the requirements of the *Regulated Health Professions Act, 1991*, a registrant is required to file a report if the registrant has reasonable grounds, obtained in the course of practising the profession, to believe that another registrant of the same or a different College has sexually abused a client.

Therefore, the correct answer is No. 3. It is the responsibility of the registrant to report the abuse. The registrant should discuss this responsibility with the client so the client is aware of the registrant's obligation. The registrant must not disclose the client's name unless s/he provides written consent to do so.

Specifically, if a registrant believes that a client has been sexual abused, s/he must:

- Submit a written report within 30 days to the Registrar of the College regulating the health practitioner who is the subject of the report.
- Submit the report immediately if s/he has reason to believe the abuse will continue or abuse of other clients will occur.

The *RHPA* provides protection to a person, who files a report in good faith, from actions or other proceedings being taken against that person.

# PREPARING FOR A PANDEMIC (Third in a Series)



## Key Areas for Consideration by Regulated Health Providers

During an infectious disease outbreak, such as an Influenza Pandemic, demands for care may result in health providers having to weigh the provision of such care against competing obligations to their own health and that of family members. In the current context of pandemic planning, there is a need for discussion and dialogue on this issue in order to protect the values of openness and transparency as well as the need to be inclusive of stakeholder views.

The obligations of health care professionals have recently been considered in such articles as "BMC Medical Ethics"<sup>1</sup> and "Stand on Guard for Thee"<sup>2</sup>, in which professional Colleges and Associations are urged to clarify and codify the responsibilities of their members in their respective Codes of Ethics. It is recognized that the answers to dilemmas relating to care are often situational, and that the knowledge, skills and judgement of individual professionals within a particular health care profession will vary, possibly due to variations in practice setting or the nature of the practice. As well, there may be in an emergency, a need for health care professionals to be reallocated from their usual roles and settings to those which are closer to the public. Dental hygienists are well versed in the area of medical history taking and infection control. Therefore, dental hygienists may be a valued asset to other health care providers in the area of screening and triage.

The following may be considered to apply generally to regulated health providers in Ontario:

- To become and remain informed regarding provincial - Ontario Health Plan for an Influenza Pandemic (OHP/IP) (1-866-801-7242 or [www.health.gov.on.ca/pandemic](http://www.health.gov.on.ca/pandemic)) and local plans for a pandemic, particularly the role of one's particular profession and the opportunities for participation
- To maintain a link with a public health communication source to ensure that current and relevant information is available for ongoing decision making
- To maintain and make available resources appropriate to the practice setting and provider role, for purposes of personal and public safety<sup>3</sup>, as well as to participate in the implementation of any safety precautions, such as infection prevention and control
- To consider personal competencies relevant to the provision of care during an influenza pandemic and develop an individual plan for decision making and involvement (planning templates are available at [www.health.gov.on.ca/pandemic](http://www.health.gov.on.ca/pandemic))
- To make decisions regarding provision of care based on consideration of a profession's specific Code of Ethics ([www.cdho.org](http://www.cdho.org)) or within a similar ethical framework.

<sup>1</sup> Ruderman C, Tracy CS, Bensimon CM, Bernstein M, Hawryluck L, Shaul RZ, Upshur REG: On pandemics and the duty to care: whose duty? who cares? *BMC Medical Ethics* 2006 7:5

<sup>2</sup> Upshur REG, Faith K, Gibson J, Thompson AK, Tracy CS, Wilson K, Singer PA: Stand on Guard for Thee: Ethical considerations in preparedness planning for pandemic influenza, *University of Toronto Joint Centre for Bioethics Pandemic Influenza Working Group*, November 2005

<sup>3</sup> *Ontario Occupational Health and Safety Act*





# COUNCIL'S CORNER

## COUNCIL MEETING HIGHLIGHTS, October 19, 2007

President Cathie Mazal-Kuula welcomed everyone to the Council Meeting by welcoming new public appointments Betty Cribari, from Ajax and Anne Venton, from Toronto who had been appointed for a one-year term. She also commented on the fact that this was the first Council Meeting where the "order" issue was no longer a topic for discussion!

During the Administrative Report, the Registrar noted that Vivian Ford had joined the College as Receptionist and that the registration figures as of September 30, 2007 8,546 general, 526 inactive, 449 specialty for a total of 9,521. The Registrar also indicated that 350 registrants had been approved for self-initiation as of the date of Council. In addition, the Registrar stated that due to the increased number of registrants and pending changes to the *RHPA*, that the College was exploring the possibility of acquiring additional space for the office. Elections for Districts 1, 5 & 6 were scheduled for November 21, 2007.

During the Executive Committee Report, the President outlined the communication strategy for notifying the public of the amended legislation. Council meeting dates for 2008 were set as January 25, May 30 and October 17. Council approved, at Second Reading, *Guidelines for the Off-Site Storage of Records* which will be complementary to the Records Regulation once it has been approved by the MOHLTC. The 2008 budget was approved. The Executive Committee presented an issue assessment at First Reading, to which Council requested further information, to provide supplementary wall certificates to registrants who have been approved for self-initiation.

The President also reported that the Executive Committee had completed its investigation of four areas of concern and had referred all four matters to the Discipline Committee. There are three other

investigations on-going and four incidents of illegal practice by persons not registered with the CDHO are also in process.

The Complaints Committee reported that they had completed the investigation of three complaints and that there are currently five complaints under investigation.

The Quality Assurance Committee stated that of the 852 professional portfolios requested, 87% have met the assessment guidelines and 13% are still in the assessment process. The Committee made five referrals to the Registrar for non-compliance and directed the Registrar to impose terms, limits and conditions on one registrant's certificate of registration.

The Patient Relations Committee provided Council with a copy of their recently developed fact sheet *What to Expect from Dental Hygiene Care* which is also available on the CDHO web site. In addition, the Committee noted that they are currently updating and reviewing the College's Sexual Abuse Prevention Plan.

Mr. Richard Steinecke, legal counsel, provided an informative overview of the new legislation in the *RHPA* that will come into effect on June 4, 2009. Mr. Steinecke noted that both CDHO bylaws and regulations will have to be reviewed and the requisite changes made prior to the implementation date.

Ms. Janet Holmes, A/Senior Law Competition Officer with the Civil Matters Branch of the Competition Bureau provided valuable information to Council on the work of the Bureau and the Commissioner's interest in dental hygiene issues as they relate to competition in the Canadian marketplace. Information regarding the Competition Bureau can be found at [www.competitionbureau.gc.ca](http://www.competitionbureau.gc.ca)

## COUNCIL MEETING DATES

### 2008 Council Meeting Dates:

January 25, 2008

May 30, 2008

October 17, 2008



The next meeting of Council is scheduled for **Friday, January 25, 2008**. The location is yet to be determined. 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](mailto:jcain@cdho.org).



## 2006 PROFESSIONAL PORTFOLIO/PRACTICE REVIEW SURVEY RESULTS: HERE IS WHAT YOU SAID

A total of 719 surveys were sent to those who had completed the 2006 PPPR and 61.8% were returned completed. Thank you to all who participated. Your responses as well as your comments have been considered by the Quality Assurance Committee.

*"...the review helped me center myself again and refocus."*

For the most part, dental hygienists are happy with the Quality Assurance Program. Notably, seventy percent of respondents described their experience as being positive, while a small number (eight percent) described their experience as negative. The remaining number reported their experience to be neither negative nor positive.

Dental hygienists use the web site but do not use e-mail to submit their portfolios. Ninety-four percent reported using the CDHO web site to access the professional portfolio forms but only thirty percent sent their portfolio in electronically. The majority downloaded the documents from the web site, and mailed the completed forms to the CDHO. Comments from the survey indicate that dental hygienists are struggling with their computer skills and often described themselves as computer illiterate. This is less common with more recent graduates.

*"The new forms are a big improvement on the previous forms. This has made quite a difference. The 2006 forms are simplified, there is greater clarity."*

The majority of dental hygienists found the professional portfolio forms were easy to read and understand, and found the guide helpful in creating and maintaining their professional portfolio. Only thirty-one and a half percent had questions that required a call to the CDHO for clarification. Most calls

requested instructions for downloading portfolio forms, duplicating forms and sending completed portfolios by e-mail. Other calls requested verification that portfolios sent by mail had arrived on time. It was often noted on the survey that the new forms, *Milestones* articles and the tutorial on the web site helped clarify the details required in the portfolio.

*"When I was first audited I wasn't sure what to expect so I was nervous. After completing it I felt it was a great experience."*

Those selected in the 2006 PPPR were registrants who had not been previously selected. Not surprisingly, we received comments on the stress of going through the process for the first time. Some registrants reported struggling with how much detail they were expected to give. The good news: dental hygienists who attend local meetings, collaborate with peers and recently completed their dental hygiene education said they were well prepared for the portfolio. Additionally, a large majority of dental hygienists felt that they knew more about what was expected of them after having gone through the process and thought the experience was a positive one.

### Changes to the review process

As a result of this survey, some changes are in the works. Many of you found April to be a busy month for the portfolio submissions citing religious holidays and income tax deadlines as reasons for additional stress.

With the increase in the number of registrants, it has been decided that the PPPR random selection will now occur twice in the calendar year. The first selection will occur in **January** and the second will occur in **May**.

*"Not enough room on the forms to write all the information. Had to adjust column widths, add more pages. Columns were too narrow."*

We are aware of this problem and are looking to ways of addressing this without changing the forms too drastically and upsetting those who feel we change the forms too often. When the forms are done on the computer, the boxes expand to fit the added text. This may change the formatting by adding additional pages. It is best not to adjust the formatting of the boxes yourself. If your portfolio has changed in length and appearance, be assured that this will not affect its eligibility for submission. For those who are hand writing the portfolio and find it difficult to fit their words into the spaces provided, we suggest printing and using additional forms or attaching a separate page as a continuation of the required form.

### Things we cannot change

*"I found it a waste of time. Hygienists should be on the same program as dentists."*

The *Regulated Health Professions Act* describes what must be included in a quality assurance program. Central to this is a program that includes among other, self-evaluation,

peer and practice assessments and a mechanism for the College to monitor registrants' participation in, and compliance with, the quality assurance program. The majority of Colleges under the RHPA have programs that comply with this. Those that do not are expected to make adjustments to their programs by June 2009.

#### Comments that caused concern

*"...Dentists do not have to succumb to this process, with far more responsibility to the public than ourselves..."*

*"...The section that requests 'typical day' requires far too much time and information as we hygienists have little control as to how much time is allotted for various patients and the type of sterilization used."*

*"...I wish hygienists would be more accountable for their fraudulent actions. The over-billing to clients has to stop..."*

*(On the expectations of the quality assurance program) "...I feel confident as a dental hygienist and had no problems describing my duties but what the association's expectations are, I'm still unsure."*

*"I wish there was a continuing education session about the professional portfolio and the review process."*

*"I've had other hygienists ask for a copy of my completed portfolio so they can view and follow to prepare their own. I find this very annoying. Perhaps you can make some comment in milestones about this to hygienists who perhaps think this is OK to do. I find it offensive to spend so much time and organization to maintain my portfolio as a professional to have other colleagues want a copy of the portfolio! These gals should be reported."*

#### Comments that made us smile

*"The Quality Assurance review was an overall positive experience. The forms were very clear and easy to fill out on the computer."*

*"I work in an outstanding office and our patients are highly satisfied with the care they receive. This process really highlighted that fact and renewed the pride I take in my profession."*

*"I had a good understanding of what was expected because of my recent education."*

*"I attended the local society meetings regarding the professional portfolio, so I knew what to expect."*

*"I attended an ODHA workshop so I felt prepared."*

*"In my program at La Cité collégiale, they explained clearly the steps to follow to create a strong portfolio and to keep it to date."*

*"I feel this approach is much better than a point system. I do a lot of c. ed on my own and this system reflects my learning better."*

*"Overall the process was very enlightening. It helped me evaluate my performance at work and see areas that could be changed. Thank you."*

## NEW FOR 2008

The Professional Portfolio Practice Review selection will occur in January and May.

All dental hygienists who hold a general or specialty certificate will be included in the selection process. Participation is **not** an option. It is a requirement that all registrants are maintaining their professional portfolio. You will have two weeks' notice that your professional portfolio is to be submitted to the College. The professional portfolio package is available at the CDHO web site:

[www.cdho.org](http://www.cdho.org)



### MedsCheck Medication Review Program

The Ontario government has introduced a program that allows for Ontarians with a chronic condition and taking three or more medications, to meet with a pharmacist once a year for up to 30 minutes to discuss and manage their prescription medications. Dental hygienists can help their clients realize the most from their medications by encouraging them to take advantage of this free service and to utilise the expertise of their pharmacist in the management of their prescription protocol. To find out more, visit [www.medscheck.ca](http://www.medscheck.ca)

### 2008 RENEWAL REMINDER

The 2008 Renewal Form will be mailed out by November 15, 2007 and are due at the CDHO by January 1, 2008. **The Renewal Form is your first and only notice to renew without incurring a late payment fee.** The College will not be contacting registrants by phone if they have not renewed.

### REMINDER

All requests for tax receipts, duplicate certificates (wallet-size), or letters of good standing **must be in writing** to the attention of Joyce Quan.

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

Requests for wall certificates must be mailed in with a cheque or money order in the amount of \$25.00.

**PLEASE INCLUDE YOUR REGISTRATION NUMBER ON ALL CORRESPONDENCE**

Thinking about starting your own independent dental hygiene practice? Then you won't want to miss this valuable, information-packed, one-day workshop:

**Tools for an Independent Practice**

Saturday January 26, 2008  
 Radisson Admiral Hotel  
 249 Queen's Quay West, Toronto

Find out more at:  
[www.cdha.ca/independentpractice](http://www.cdha.ca/independentpractice)

THE CANADIAN DENTAL HYGIENISTS ASSOCIATION  
 L'ASSOCIATION CANADIENNE DES HYGIENISTES DENTAIRES

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

