



# CDHM Connections

COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

*Ensuring the public has access to safe, competent dental hygiene care and expertise that contributes to improved oral and overall health.*

Issue 15

January 2014

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## Library Workshops

**Janet Rothney** will be conducting 3 library sessions in the computer lab at the Neil John Maclean Health Sciences Library to assist CDHM members with conducting research for their Continuing Competency Program requirements. If you plan to attend these sessions, please contact her by email or phone to reserve your spot – 15 seats are available in each session. Workshops are complimentary to CDHM registrants.

### **Searching for the Evidence - Basic**

This session will cover how to access the University of Manitoba Library resources, basic searching in PubMed and methods to gather articles from online journals.

Wednesday February 5<sup>th</sup>, 2014 7:00-8:30 pm  
Saturday February 15<sup>th</sup>, 2014 10:00-11:30am

### **Searching for the Evidence - Advanced**

This session will be focused on how to improve your PubMed searches by choosing appropriate search terms, combining terms effectively and developing a strong search question. The advanced session requires a working understanding of the technical aspects of using library resources such as accessing online articles and saving PDFs, as these areas will not be covered in detail in this workshop.

Saturday March 8<sup>th</sup>, 2014 10:00 – 11:30am

Janet Rothney  
Dentistry Librarian  
Neil John Maclean Health  
Sciences Library  
University of Manitoba  
789-3656  
[janet.rothney@umanitoba.ca](mailto:janet.rothney@umanitoba.ca)  
<http://libguides.lib.umanitoba.ca/health/>





## Registrar's Report - Stephanie Gordon

### A New year is Upon Us!

As I reflect back upon the past few years on both a personal and professional level I need to admit that my previous new year's resolutions have generally been of minimal substance and therefore, not so surprisingly, have not been overly successful.

That is why this year I have endeavored to create goals for myself that are purposeful, realistic and achievable both personally and professionally.

As you may remember from creating your CCP goals, the CDHM recommends that CCP objectives should be crafted around the theory of 'SMART' goals. So, why wouldn't one create New Year's resolution goals around the same theory? As you can see below, 'SMART' goals are:

### UPCOMING MEETINGS

**MANITOBA ALLIANCE  
OF HEALTH  
REGULATORY  
COLLEGES MEETING:  
FEBRUARY 7, 2014**

**ORAL HEALTH  
ORGANIZATIONS  
WORKING GROUP:  
APRIL 23, 2014**

**Specific-** A specific goal has a much greater chance of being successful than a general goal. When setting a specific goal you must answer the five "W" questions: Who, What, Where, When, and Why

**Measurable –** It is important to establish tangible standards for measuring progress toward the attainment of each of your goals that is set

**Attainable –** Your goal should be achievable within your particular circumstances

**Relevant-** Your goal should be pertinent to your passions in life

**Timely –** A goal should be grounded within a specific time frame

Beyond the theory of SMART goals, and as I have spent the past few months conceptualizing my own goals, I have recognized a few overarching practices that may also help me to attain my goals.

These include:

- 1) Setting only a handful of goals so that my chance of success is increased.
- 2) Writing my goals down so that they are concrete and can be reviewed on a weekly basis. I have written my goals down in the notes section of my iPhone as I have instant access to this application.
- 3) Check-marking off each of my successes and creating a new goal to replace the previous one even though it may not coincide with New Year's Day.
- 4) And lastly, forgiving myself if I do not achieve a goal. I will not consider this as a failure but an opportunity to improve.

I hope this report is thought provoking and inspires you to achieve your goals in 2014!

Sincerely,

*Stephanie*

Stephanie Gordon BA, RDH  
CDHM Registrar/Executive Director



Kellie Hildebrandt and Stephanie Gordon  
at the 2014 MDA Convention



## Chair's Message - Terry Phillips

As the new chair of the College of Dental Hygienists of Manitoba (CDHM), it's my pleasure to introduce myself to you through our first newsletter of 2014. Now that our profession has experienced the first five years of self-regulation, I'm excited to help the College further mature, to the benefit of both the public and our members.

As a graduate of the School of Dental Hygiene, University of Manitoba, Class of '78, I am presently working four days a week at Assiniboine Dental Group.

I have been a CDHM Council member for the last four years, and vice-chair for the past year. During that time, I've benefitted from the guidance and wisdom of our outgoing chair Patti Hawthorn and would like to thank her for her hard work and dedication to our profession. Patti has one more year on Council and I'm delighted that we'll continue to benefit from her wealth of experience.

Joining Patti, myself and the rest of Council at the boardroom table are new Council members Karina Hiebert and Terri Archibald. I would also like to welcome to Council our new public representative, Ken Chapman, appointed by the Minister of Health. Each member brings a unique view and experience to the job, and I'm confident your Council will work well together and be very effective in meeting legislative requirements and advancing our profession. As a very young self-regulatory body, each year brings new challenges: I know the team of individuals we have on Council is up to the task.

Dental hygienists demonstrated their interest in the College's work at our Annual General Meeting in October, with 273 hygienists in attendance. Thank-you to all who took part and helped celebrate the College's 5<sup>th</sup> year anniversary. A special thank-you is reserved for Mickey Wener for producing the anniversary celebration video. I will never forget the looks in the crowd when Marnie Forgay appeared on screen. The first Dean of the School of Dental Hygiene, Marnie has a special place in the hearts of many of us. (The School of Dental Hygiene also celebrated a milestone anniversary—50 years!) The video did a fabulous job of reminding us how far our profession has come in the last five years of self-regulation. If you missed the video, take a look at it at this link: <http://vimeo.com/77763893#at=11>

I hope you've all had the opportunity to read the 2012/2013 CDHM Annual Report that was sent to all members prior to the AGM. The report was reworked this year to provide more insight into the structure and role of the College. If you missed it, you can view it on our website at this link: <http://cdhm.info/PDFs/CDHMAnnualReport2012-13.pdf>

At the office, our Registrar Stephanie Gordon and Donna Dowie, our Administrative Assistant, have been busy working on everyone's registration renewals. With close to 750 registrations to be scrutinized, it's a big job! Each year, the system for dealing with registration is refined and I hope you'll find the process smoother than ever.

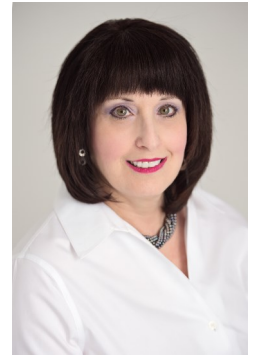
As your regulatory body, we're here to protect the best interests of the public and also to help you succeed as dental hygienists. If you have any questions, don't hesitate to call us.

Sincerely,

*Terry*

Terry Phillips, RDH  
CDHM Council Chair





## Continuing Competency Program (CCP) Update

*Sheryl Slosower, CCP Coordinator*

I am taking the New Year as an opportunity to reflect upon the implementation of the CCP over the last three years. I would like to celebrate the achievements and address the challenges of the program. The focus of the CCP is targeted lifelong learning based on the individual assessment of practice needs along with ongoing engagement in one's profession.<sup>1</sup> Peer networks and professional connectedness are integral to maintaining competence.<sup>2</sup> Moreover, engagement provides a valuable social aspect to the continuing competency process.

The Professional Development Component (PDC) calls upon the registrant to engage in self-directed learning whereby one takes responsibility for identifying learning gaps in one's practice and redressing relevant learning through continuing professional development.<sup>1</sup> The capacity to effectively self-assess is difficult.<sup>3</sup> Specifically, most performers overestimate their abilities while best performers tend to underestimate their abilities.<sup>4</sup> In order to mitigate discrepancies in assessing practice performance, the first key step of the PDC is self-directed assessment seeking<sup>3</sup> where the learner incorporates both internal and external feedback to determine the continuing competency need. This is an ongoing strategy for continuously collecting data about one's professional performance through honest reflective introspection and unbiased feedback from others.<sup>1</sup> One must look outward for assessment of one's current level of performance.<sup>3</sup> However, obtaining external feedback from one's colleagues, clients and employers can be intimidating and may pose to be counterintuitive. Seeking external appraisal can help expose areas in need of improvement that may not otherwise be readily seen. I encourage you to seek external appraisal utilizing the external feedback forms. If the forms are used to determine the learning need, they must be submitted to the College with your CCP submission.

The self-directed learning format presents a critical challenge to the dental hygienist whereby one must be a critical thinker who:

- raises vital questions and problems, formulating them clearly and precisely,<sup>5</sup>
- gathers and assesses relevant information,<sup>5</sup>
- comes to well-reasoned conclusions and solutions,<sup>5</sup>
- gains and sustains new knowledge,<sup>5</sup>
- communicates it effectively with others in determining solutions to complex problems.<sup>5</sup>

Excellence in thought must be methodically nurtured and cultivated to recognize the existence of a problem and to support the veracity of the problem.<sup>5</sup> As primary health care providers one has to employ critical thought and problem solving into one's daily clinical reasoning in order to provide quality oral health care to all clients, including those with complex health needs. One of the best ways to maintain competence is to reflect on and learn from one's daily practice problems.<sup>4</sup> Purposeful reflection can lead to informed and intentional changes.<sup>4</sup> Therefore, keeping a practice log in your operatory is one way to document the daily challenges so that you may learn about practice through practice.<sup>4</sup>

Manitoba dental hygienists have the autonomy to customize their continuing competency activities to suit their specific practice needs, learning styles, resources, finances and time. While traditional continuing education (CE) can be one of them, it is not mandatory. One of the biggest obstacles for the CDHM has been convincing some of the membership that CE generally does not translate what is learned into practice and an increase in knowledge is rarely sufficient to induce a behavior change.<sup>6</sup> Another barrier has been the readiness and commitment to change. Change involves discomfort and it is understandable that the registrants have been wary even though the change is labeled as evidence-based.<sup>7</sup> The Theory of Reasoned Action<sup>8</sup> and Social Cognitive Theory<sup>9</sup> note the importance of evaluating one's intent to change and one's self-efficacy that they can change. Self-efficacy influences the choices we make and the effort we put forth.<sup>10</sup> In the Diffusion of Innovations Theory, Everett Rogers sees individuals as possessing different degrees of willingness to adopt innovations.<sup>11</sup> He denotes five categories: innovators, early adopters, early majority, late majority and laggards. Being aware of these theories has aided the College in understanding how one is able to accept change. Clearly, there is an advantage in believing that one can achieve more than one has in the past and that one can manage the challenges.<sup>10</sup> The CCP statistics that were published in our annual report demonstrate the achievements and the efforts put forth by the membership over the past three years. Similarly, the statistics exhibit that many of you have accepted change, and have certainly managed the challenges.

## Extended Practice Update

Mickey Wener, Extended Practice Coordinator



### Information Evening

Over 80 RDHs attending the Annual General Meeting in October 2013 indicated they wanted more information about the legalities of dental hygiene practice in Manitoba. I am pleased to announce that we are offering the following complimentary update:

### **RDHs: Know the Act... to know how to Act**

CDHM Legislation Update

Date & Time: April 23, 2014, 7:00 – 9:00 pm

Presenter: Mickey Wener

Location: TBA

CONTENT: This evening CDHM event will include answers to the following questions:

- Who requires supervision according to the law?
- What does supervision actually mean?
- Who can legitimately supervise an RDH?
- Where is it legal for me to provide my services while being supervised?
- Where is it legal for me to provide my services as an autonomous Extended Practice RDH?
- What opportunities does the legislation open up for me?
- What resources are available to an RDH interested in non-traditional practice?

YOUR INPUT: I would be pleased to address other questions as well. So that I am prepared, please send your inquiries to [mewener@shaw.ca](mailto:mewener@shaw.ca).

EMAIL REMINDER: Look for an email reminder as we get closer to the date.

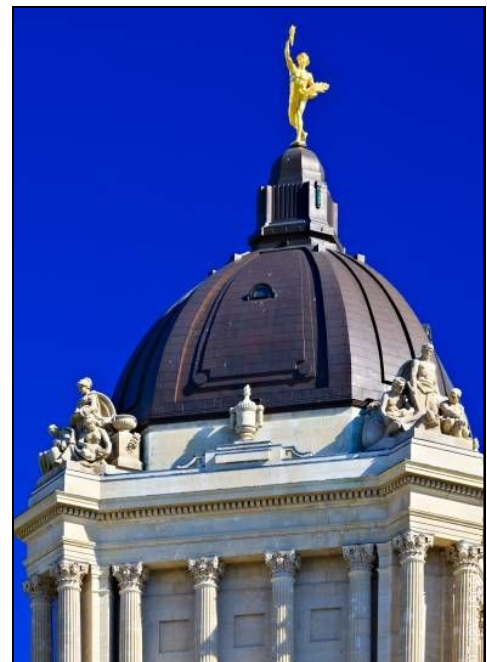
### Access to Home Care

As the majority of Canadians, in fact North Americans, prefer to stay at home as they age rather than receive care in a facility, there is a growing need for oral health services in individual's homes. As part of our mandate for access to quality care by under-served populations, this is an area the CDHM continues to explore.

I look forward to seeing many of you on April 23<sup>rd</sup>.

Sincerely,  
*Mickey*

Mickey Emmons Wener, RDH, MEd  
CDHM Extended Practice Coordinator



## CDHM Complaints Committee Update

Since our last *Connections* publication there have been two new complaints reported to the Chair of the CDHM Complaints Committee. These two complaints are currently under review of the Complaints Committee. The four complaints that were carried forward from our previous fiscal year have all reached decisions and have been disposed of.

For questions regarding the process in which complaints are addressed at the CDHM please consult the following link:

<http://www.cdhm.info/aboutcdhm/complaints-and-compliments/>

Sincerely,

*Cindy*

Cindy Isaak-Ploegman, RDH, BA, MEd

On behalf of the Complaints Committee



## CCP Update Continued.....

Evidence-based practice requires understanding new concepts and developing new skills. Hence, the College aided the members by gaining accessibility to the University library for all its registrants where the librarian conducts yearly workshops on evidence-based searching. This year, Janet Rothney has reported that there has been an improvement in the searching skills, which is encouraging to both the College and the registrants. She will be conducting three workshops. There will be two basic level sessions and one advanced level session. The advanced session will be held for the members who need less help with the technical aspects of online searching and more guidance related to choosing search terms. Congratulations to all of you who have attended the yearly sessions and are now at a more advanced level!

Research shows that all the health professions are moving away from the notion of minimum competence to minimum continuous quality improvement.<sup>12</sup> One should be seeking the answers to the following questions: 1) What could I be doing better? and 2) What could I improve upon?

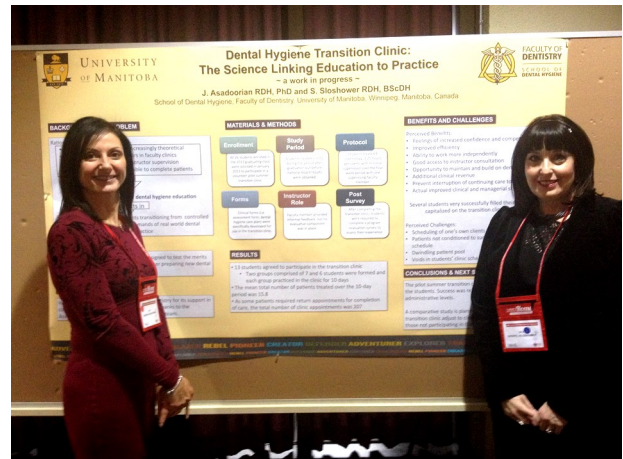
After reading this year's CCP submissions, I am encouraged that dental hygienists in Manitoba are seeking exciting learning opportunities. In addition, they are committed to giving back to the profession in unique and varied roles. Furthermore, they are sharing this newfound knowledge with their colleagues and are establishing office protocols and guidelines with the ultimate aim of improving and transforming practice. In closing, I would like to wish all of you a Happy New Year!

Sincerely,

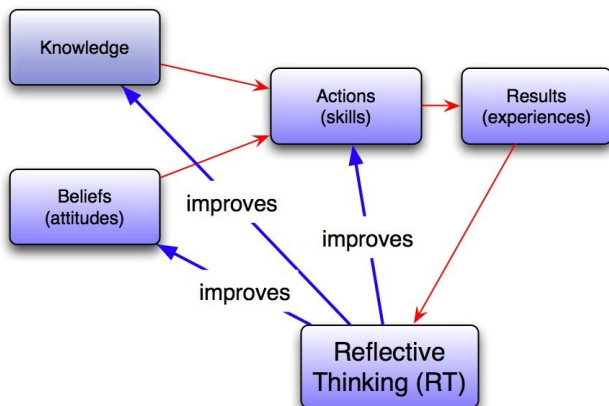
*Sheryl*

Sheryl Sloshower, BSc(DH), RDH

CDHM Continuing Competency Program Coordinator



Joanna Asadoorian and Sheryl Sloshower at the 2014 MDA Convention presenting a poster titled: 'Dental Hygiene Transition Clinic: The Science Linking Education to Practice'





## Regulated Health Professions Working Group Update

Betty Ann Zegarac and Mickey Emmons Wener,  
CDHM RHPA Working Group Co-Chairs



The Working Group of almost 20 individuals continues to make progress in its efforts to prepare for legislative change under the Regulated Health Professions Act. At our last meeting in November of 2013, agenda items included:

- Reviewing reserved acts. Reserved acts are health services such as communicating a diagnosis, performing procedures on tissues, using local anaesthetics, or taking radiographs that could present harm to the public without proper controls.
- Discussion and decisions around future registration categories and required practice hours.
- The connection between legislated scope of practice and the curriculum of the School of Dental Hygiene.
- General business requirements for Colleges regulated by the RHPA.

Our next Working Group meeting will be held in April 2014.

The CDHM oversees several RHPA subcommittees, one of which is focused on ethical practice and is in need of another committee member. This involves reviewing existing documents and providing feedback to the larger Working Group. Are you interested in this opportunity, or being involved in general? If so, please contact Mickey at [mewener@shaw.ca](mailto:mewener@shaw.ca).

Sincerely,

*Betty Ann and Mickey*

Betty Ann Zegarac, BN MAdEd

Mickey Emmons Wener, RDH, MEd

CDHM RHPA Working Group Co-Chairs



## Summary of Dental Hygiene Continuing Competency Programs across Canada

Province	Assessment	Plan	Program Credits/Hours
Alberta	<ul style="list-style-type: none"> <li>Revised November 2006</li> <li>Self-assessment package</li> </ul>	<ul style="list-style-type: none"> <li>Determine a learning plan with specific learning objectives</li> <li>Complete a Continuing Competence Program Request for Program Credit form               <ul style="list-style-type: none"> <li>Document learning needs and activities</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>45 credits/3 years</li> <li>CPR required for yearly registration               <ul style="list-style-type: none"> <li>CPR granted a maximum 3 credit hours/</li> </ul> </li> </ul>
British Columbia	<ul style="list-style-type: none"> <li>Pilot January 2012</li> <li>Phased in January 2013</li> <li>QAP Assessment Tool               <ul style="list-style-type: none"> <li><u>75 question NDHCB exam every 5 years</u></li> <li>Open book exam</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Individual Online Learning Plan Module               <ul style="list-style-type: none"> <li>Directed &amp; self-directed, and guided learning</li> </ul> </li> <li>Establish a goal from the exam deficiency</li> <li>Plan and implement activities</li> <li>Evaluate and implement knowledge into practice</li> <li>Similar to Manitoba</li> </ul>	<ul style="list-style-type: none"> <li>75 hours of continuing quality activities/5 years</li> <li>CPR required for yearly registration</li> </ul>
Manitoba	<ul style="list-style-type: none"> <li>April 2010</li> <li>Self-directed assessment</li> </ul>	<ul style="list-style-type: none"> <li>Establish a goal from self-directed assessment</li> <li>Plan and implement activities</li> <li>Evaluate and implement knowledge into practice</li> </ul>	<ul style="list-style-type: none"> <li>2012-13 recommended guideline of 10-15 hours/goal</li> <li>2 options:               <ul style="list-style-type: none"> <li>1 CCR and 1PAR</li> <li>2 CCRs</li> </ul> </li> <li>CPR required for yearly registration</li> </ul>
New Brunswick	<ul style="list-style-type: none"> <li>Being established January 2013</li> </ul>		<ul style="list-style-type: none"> <li>45 credits/3 years</li> <li>CPR/3 years               <ul style="list-style-type: none"> <li>Hourly credit in limited category</li> </ul> </li> </ul>
Newfoundland and Labrador		<ul style="list-style-type: none"> <li><u>2 Categories:</u></li> <li>1A. Scientific/Clinical (Courses)</li> <li>1B. Scientific/Clinical (Hands On)</li> <li>2. Other courses, equivalent or clinical experiences</li> </ul>	<ul style="list-style-type: none"> <li>30 credits /3 years</li> </ul>
Nova Scotia	<ul style="list-style-type: none"> <li>CCP being developed</li> </ul>	<ul style="list-style-type: none"> <li>Continuing Competency Recording Form</li> <li>The Self-Initiation Course               <ul style="list-style-type: none"> <li>All members must complete within two years of initial licensing</li> <li>Upon completion granted 33 credits</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>45 credits/3 years</li> <li>Annual CPR is required for license renewal               <ul style="list-style-type: none"> <li>9 credits/3 years</li> </ul> </li> </ul>
Nunavut, Yukon & NWT	N/A	N/A	N/A

Continued on Page 11.....





Manitoba  
Dental  
Hygienists  
Association

## MDHA Update

There have been some changes to the MDHA 2014 Professional Development events. There are still spaces available for the two remaining lectures in the MDHA Lecture Series. The price for these two Lecture Series lectures is \$140.00.

### **February 4, 2014**

#### **MDHA Lecture Series**

##### **Community Water Fluoridation**

- Presented by Dr. Khalida Hai-Santiago Oral Health Consultant for Manitoba Health
- Faculty of Dentistry, Schwartz Theatre. 7pm-9pm

### **March 13, 2014**

#### **MDHA Lecture Series**

##### **Building Capacity for managing situations of elder abuse among inter-professional health care providers**

- Presented by Nina Labun, RN, MN

Presentation Description: This interactive session will provide an opportunity for increased education and awareness to help prevent and elder abuse. The session is part of the training workshops developed by the Canadian Association of Occupational Therapists (CAOT) to build capacity among interprofessional health care professionals. The objectives of the session are to enhance knowledge of effective responses to elder abuse, disseminate information on professional and legal responsibilities and share the CAOT Strategy Document.

### **March 22, 2014**

#### **Manitoba Dental Hygienist Association course (Also open to dentists and assistants)**

##### **Psychiatric Illness and Dentistry: Challenges to Oral Care**

- Presented by Dr. David Clark. Bsc.DDS MSc(Oral Pathology) FAAOP, FRCDC
- Schwartz Lecture Theatre 10:00-1:00
- Price: \$75.00, non members are also able to register. Please contact [info@mdha.ca](mailto:info@mdha.ca) for more information.

MDHA welcomes its members to be actively involved in our association. We are always looking for members who would like to volunteer their time on our board, chairing a committee, or at any one of our oral health related events throughout the year. Some of our events throughout the year include professional development, National Dental Hygienist's Week (April 6-12, 2014), or community outreach events. Please contact the MDHA if you are interested in volunteering. We really hope to hear from you.

Sincerely,

*Stephanie*

Stephanie Champagne, RDH  
MDHA President

### Top 5 Reasons to Join the

## Manitoba Dental Hygienists Association



Manitoba  
Dental  
Hygienists  
Association

Find out more!  
[www.mdha.ca](http://www.mdha.ca)  
email: [info@mdha.ca](mailto:info@mdha.ca)  
[www.cdha.ca](http://www.cdha.ca)

- 1. Reduced Fees on CE courses**
- 2. Professional Updates & Communications**
- 3. Membership has it's Benefits\***
- 4. Stay Connected with Alumni**
- 5. Give back to your Profession & Community**

\*Members have access to a comprehensive insurance program, designed specifically for hygienists, plus our growing partner discount with savings on technology, uniforms, personal & auto insurance and much more!

## Your Personal Career Responsibilities



“You cannot escape the responsibility of tomorrow by evading it today.” Abraham Lincoln

Happy New Year! As the 2014 Registration Renewal period approaches completion, I reflect back upon previous registration periods and find that each year more and more registrants are taking the time to fill out their forms in a timely and efficient manner. Even though I would like to say that everyone who registered was on time with completed documentation, I unfortunately have to say that this was not the case. It appears that the same obstacles keep arising and I would like to offer some direction to see that the same issues can be rectified. A professional career is a privilege, however it is not an easy undertaking. I would like to remind the dental hygienists of Manitoba of how fortunate they are to practice in this important profession.

Personal responsibility begins from the inside and moves outward. It starts with taking responsibility for our feelings, selections, behaviors and responses. The following are some helpful thoughts to keep in mind when you are managing challenging or stressful times throughout your career, especially during the time of renewing your registration with your regulatory body:

- **Build your emotional intelligence.**  
Understanding your strengths and weaknesses, attitudes and behavioral patterns are critical for continual success. Experts say that emotional intelligence (EQ) is more of a correct indicator of career success than IQ.
- **Consider your language.**  
Using phrases such as ‘it’s not fair’, ‘I can’t help it’, ‘and it’s not my fault’, minimally. Although you mean well, this kind of language can establish you as a victim.
- **Advance in your personal and professional development.**  
Work with someone to identify self-limiting views. Seek what is holding you back and what actions you repeat that risk your achievements.
- **Help yourself.**  
Pursue the answers. Don’t wait for them to come to you. Personal responsibility is proactive, not reactive.
- **Be responsible.**  
For your opinions, your attitudes, your feelings and your actions. Accept that you have choices.
- **Remain open-minded.**  
Being open-minded requires you to be receptive to new and different ideas and ways of doing things. It suggests independence and is a spirited component of reasoning. If you are open minded you will consider experiences, suggestions and opinions on their own importance.
- **Develop a healthy attitude.**  
Following on from the above – a healthy attitude takes you out of your security zone and provides the drive to move forward. Take a chance based on an *informed* decision and live for the moment.

I wish all new and experienced dental hygienists of Manitoba a prosperous and healthy 2014!

Sincerely,

*Donna*

Donna Dowie

Administrative Assistant to the Registrar



## Summary of Dental Hygiene Continuing Competency Programs across Canada

Province	Assessment	Plan	Program Credits/Hours
Ontario	<ul style="list-style-type: none"> <li>Self-assessment</li> </ul>	<p>Portfolio</p> <ul style="list-style-type: none"> <li>Establish a goal from self-assessment</li> <li>Plan and implement activities</li> </ul> <p>Evaluate and implement knowledge into practice</p>	<p>75 hours of continuing quality improvement in 3 years</p> <ul style="list-style-type: none"> <li>Approximately 25 hours/year</li> <li>At least 80% of learning activities must be directly related to learning goals and practice</li> </ul>
PEI	N/A	N/A	N/A
Quebec			<ul style="list-style-type: none"> <li>20 credits/year</li> </ul>
Saskatchewan	<p>It is the member's responsibility to determine his or her specific continuing competency needs and to pursue activities that meet these identified needs. Examples of this may be:</p> <ul style="list-style-type: none"> <li>Reflecting on practice problems or challenges</li> <li>Reviewing the CDHA National Competencies and Code of Ethics</li> <li>Researching answers to questions that have been asked of you</li> <li>External feedback</li> <li>Evidence based practice</li> </ul>	<ul style="list-style-type: none"> <li>The Personal Learning (PL) Tool                             <ul style="list-style-type: none"> <li>Evaluating the information gained within an activity</li> <li>Relating new knowledge to the National Competencies and Standards</li> <li>Reflect upon what was learned</li> <li>What changes in practice may occur because of this new knowledge</li> </ul> </li> <li><u>PL Tool form must be completed for each activity</u></li> </ul>	<ul style="list-style-type: none"> <li>50 credits/ 3year period</li> <li>Minimum of 30 credits must be achieved in Dental Hygiene Practice category</li> <li>CPR/3years                             <ul style="list-style-type: none"> <li>Granted hour for hour credit once in 3 years</li> </ul> </li> </ul>

### — CURRENT LEGAL AND ETHICAL ISSUES IN DENTAL HYGIENE —

A CONTINUING DENTAL EDUCATION EVENT FOR ALL ORAL HEALTH PROFESSIONALS

FEATURING  
**MS. JACKIE COLLINS LLB**  
 GANDE, GOODMAN AND FRENCH,  
 LEGAL COUNSEL, COLLEGE OF DENTAL  
 HYGIENISTS OF MANITOBA  
 AND  
**PROF. ARTHUR SCHAFER**  
 CENTRE FOR PROFESSIONAL AND APPLIED  
 ETHICS, UNIVERSITY OF MANITOBA  
**FREDERIC GASPARD THEATRE**  
 (FORMERLY THEATRE A)  
 BASIC MEDICAL SCIENCES BUILDING  
 BANNATYNE CAMPUS, UNIVERSITY OF MANITOBA



**SATURDAY, APRIL 12, 2014**  
 11 AM – 12:00 & 1:30 PM – 2:30 PM

**\$25** REGISTRATION FEE  
 FOR MEMBERS

**\$65** NON-MEMBERS

LUNCH PROVIDED FOR ALL  
 COURSE PARTICIPANTS

FOR MORE INFORMATION, TO  
 REGISTER OR TO SIGN ON WITH  
 THE UMSDHAA,  
 CONTACT US VIA EMAIL AT:  
[UMSDHAA@OUTLOOK.COM](mailto:UMSDHAA@OUTLOOK.COM)

### — PRESENTED BY THE UNIVERSITY OF MANITOBA SCHOOL OF DENTAL HYGIENE ALUMNI ASSOCIATION —

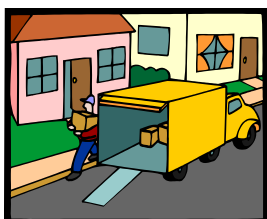
The cost to attend our professional development courses are discounted for members. Membership fees are \$25 and \$10 for students. Contact the UMSDHAA at [umsdhaa@outlook.com](mailto:umsdhaa@outlook.com) for membership forms, fliers and registration forms for the professional development course on April 12th. Lunch is included with the professional development course fees and is approved as a PAR for the CDHM CCCP.

We look forward to seeing you there.

Sincerely,  
 UMSDHAA Executive Committee

*Manitoba Dental Association Convention 2014*

*Pictured from right to left:  
Joanna Asadoorian,  
Stephanie Gordon,  
Sheryl Slosower*



# Are you moving??

**Change of Address Notification**

It is imperative that registrants of the College of Dental Hygienists of Manitoba (CDHM) ensure that their mailing address is always current. Incorrect or out of date addresses can lead to missed mailings which may include important notices and documents. Address changes must be submitted in writing, fax or by email **within 30 days of changes** as per by-law 2.1 and must include the following information:

**Name (in full)**

**CDHM Reg. Number**

**Old Address**

**New Address**

**Home Phone**

**Email**

**Effective Date**

**Signature**

Registrants are welcome to copy or cut out this address change card and use it to submit an address change. Please contact the CDHM if you require further information.

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Monday-Thursday, 9:00am-4:00pm