



Connecting Dental Hygienists in Manitoba since 2008

August 2018

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The CDHM is pleased to share with you the Mission and Vision of the College as we look toward to the next 10 years of dental hygiene in Manitoba!



C *DHM Mission Statement*

Regulating dental hygiene practice, ensuring competent and ethical provision of care for all Manitobans.

C *DHM Vision Statement*

To contribute to the growth of the dental hygiene profession in Manitoba by advancing the profession, including increased access to dental hygiene care.

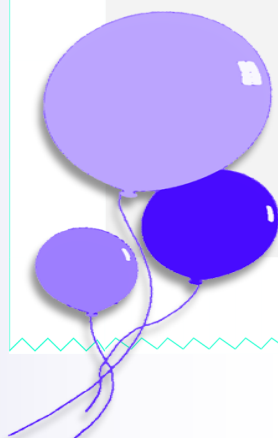


Mark your Calendar!

**CDHM 2018 Annual General Meeting
&
10th Anniversary of the CDHM**

Date: Saturday, October 27, 2018

**Watch your email in September
for more AGM details!**





Registrar’s Message

Greetings to everyone as we enjoy the final days of summer! As we embark on a new season it is exciting to re introduce the CDHM newsletter. We have a new look for 2018 as we celebrate CDHM’s 10th anniversary as a self-regulating profession.

The newsletter will be a source of communication for you; details about upcoming events, registration reminders, CCP announcements and updates on what is happening at the College will be provided in each issue. This newsletter will soon be accessible on our website along with all the back issues since 2009. I hope you enjoy the read, as always, we would appreciate to hear your feedback!

A special congratulations to the 2018 graduates! I hope all of you are enjoying the summer and have had time to reflect on your new role as a healthcare provider. During the next few months, as you become settled into practice, if you have any questions or need to reference CDHM Practice Guidelines etc. our phone line and door is always open to provide guidance!

I hope you will all join us on October 27th for our AGM, when we will be celebrating the College’s 10-year anniversary as a self-regulating profession!

Arlynn Brodie

Arlynn Brodie, MHS, RDH
CDHM Registrar/Executive Director

UPCOMING MEETINGS

BOARD OF ASSESSORS (BOA)
AUGUST 20, 2018, 7:00PM

THE REGULATED HEALTH PROFESSIONS ACT (RHPA)
AUGUST 23, 2018, 7:00PM

MANITOBA DENTAL ASSOCIATION (MDA)
AUGUST 30, 2018, 7:00PM

UNIVERSITY OF MANITOBA COLLEGE OF DENTISTRY OPENING ASSEMBLY
SEPTEMBER 6, 2018, 6:00PM

SEPT 10, 2018, 1:00PM
ASSISTANT DEPUTY MINISTER AVIS GREY-SENIORS AND ACTIVE LIVING

Additional Notes from the Registrar



The Federation of Dental Hygiene Regulators of Canada (FDHRC) has a new **Website** which offers information and resources for registering to practice in Canada. www.fdhrc.ca

The FDHRC is a federation of organizations which have a statutory responsibility to regulate the profession of dental hygiene within their respective provinces. Their **Mission** is to provide national leadership in Dental Hygiene Regulation for the protection of the public.



See the CDHA Position Statement: **Filling the Gap in Oral Health Care**. The statement speaks about the need for a multiskilled, dually trained oral health professional to meet the oral health needs of Canadians who have difficulty accessing oral care.

Manitoba is currently a good fit for this proposed program. Meetings are ongoing and we will provide updates as more information is available. www.cdha.ca/fillingthegap



UPCOMING MEETINGS

CDHM Council:
September 14, 2018
September 15, 2018
November 30, 2018
February 8, 2019.

Annual General Meeting and 10th Year Anniversary
October 27, 2018

Greetings from the Council Chair

We are nearing the end of a beautiful summer, and I hope you have all had a chance to enjoy the warm weather. On behalf of the CDHM I would like to congratulate the 2018 graduating class of the University of Manitoba School of Dental Hygiene and welcome them to the profession!

Further cause for celebration is the 10th anniversary of the CDHM! In 2008, The College of Dental Hygienists of Manitoba was officially established after the Government of Manitoba proclaimed The Dental Hygienists Act and Regulations, bringing the legislation into force. It was at this time that Extended Practice RDHs were able to provide their full scope of practice independently in approved settings & programs. It took much work from many people for this to happen, however this milestone was not the end of the road for the profession of Dental Hygiene in Manitoba. The work has continued, and as we celebrate 10 years of self-regulation we anticipate continued progress in advancing the profession and thereby improving access to quality dental hygiene care.

At our 2017 AGM, I was honoured to be re-elected to council, and subsequently to re-elected as Council Chair. We were also pleased to welcome two new dental hygienists elected to council: Johanna Grant and Jennifer Miller. In addition, the Minister of Health appointed 4 new Public Representatives to council: Lucie Boutet, Carol Hiscock, Ernest Janzen, and Kathleen Reid.

The CDHM council has met twice in 2018 (February 26 & April 27-28), with our new Registrar/ED, Arlynn Brodie. It has been a positive and productive time for the college. You will find in this newsletter a summary of work council has done over these two meetings. We are excited to highlight some great steps forward with the council's review of its Strategic ENDS Policies, the committee work on linkage with our owners (the public), and the re-establishment of the Regulated Health Professions Act (RHPA) committee.

It has been a pleasure working with Arlynn, our team of new and experienced council members, and administrative staff Donna. I would like to thank everyone for their hard work over the past several months. I would also like to thank the registrants for letting me serve on council, I look forward to the coming year. On behalf of CDHM council and staff, please join us for the 10th anniversary celebrations at the 2018 CDHM AGM, Saturday, October 27, 2018, at the Victoria Inn.

Sincerely,

Karina Hiebert

Karina Hiebert, BScDH, RDH
CDHM Council Chair





CDHM Council 2017/2018

CDHM Council Meeting Highlights February 26, 2018 April 27 & 28, 2018

The CDHM Council feels it is important to provide registrants with periodic updates of Council meeting activities; these updates will include information on upcoming initiatives and plans for the CDHM. If you have any questions about the information shared, contact the Chair on Council, Karina Hiebert at the CDHM office.

Monday February 27, 2018; CDHM Office

Arlynn Brodie was welcomed to Council as the new registrar of CDHM.

Chair, Karina Hiebert provided a historical and legislative review of the CDHM.

Susan Rogers, the Council governance coach, presented a policy governance (PG) orientation and facilitated a mini workshop for council members to work through governance scenarios using their PG policies.

Council decided to increase the number of Council meetings per year; this will provide the time required to complete the business and the visionary work of Council on an annual basis.

The Registrar provided an overview of activity since assuming her role on Feb. 1, 2018-05-21. Highlights include; a plan for a summer newsletter, review and possible upgrade of current registration software to provide enhanced services for registrants and planning the Continuing Competency audit for 2018.

An Environmental scan was presented to Council focusing on national dental hygiene trends, providing content to inform future ENDS discussions planned for the April meeting.

Committee reports were filed and verbal updates were provided by some committee chairs. The AGM venue and date was confirmed by the AGM committee chair as Saturday October 27, 2018 at the Victoria Inn, Winnipeg.

The Registrar/ED was appointed by Council to be the representative of the CDHM on the National Dental Hygiene Certification Board.

Council Highlights Continued on Page 5

Council members will receive a \$200.00 honoraria for their commitment to the CDHM for council meetings attended. Councillor attendance is expected at all scheduled council meetings.

Councillors reviewed the policy monitoring process and were grouped in mentor pairs to assist new council members in their monitoring role. Each pair was provided a policy to monitor to turn in to the Council Chair.

Friday April 27th, 2018 CDHM Office

Chair, Karina Hiebert provided a report updating Council on the activities of the past two months.

Council, in support of dental hygiene research agreed to donate \$1.00 per registrant to the CDHRE; the research funding arm of the CDHA.

Lawyer Jackie Collins spoke to Council, reviewing the Dental Hygienist's Act and Council's Roles and Responsibilities in relation to the Act, Regulations and Bylaws.

Members from the Continuing Competency committee and the Board of Assessors described their roles to Council and Council chair, Karina Hiebert described the responsibilities of Council.

The Registrar commented on highlights from her report including revision of the CCP Guide, the need for infrastructure improvements to better serve the registrants, the hiring of a Chief Information Officer (CIO) to assist with facilitating and integrating upgraded software, website and cloud-based security.

Using a power-point, the Registrar provided an Environmental Scan, updating Council on what is going in the dental hygiene profession both nationally and provincially.

Council discussed the benefits of policy governance (PG) education and agreed receiving additional training would be beneficial for the executive and new Council members.

Governance Coach, Susan Rogers, led Council through an ENDS visioning workshop to assist in the development of Council's ENDS policies.

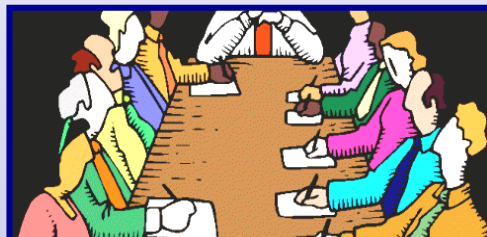
Saturday April 28th, 2018 CDHM Office

Council Chair, Karina Hiebert updated council on outstanding action items and provided a summary of Council self-monitoring from the February meeting.

Council reviewed and accepted a number of governance policies (15) which support the work of the College council.

Council motioned to appoint Kristin Holt, Natasha Kravtsov, May de Guzman and Janis Godja as the CDHM Board of Assessors.

Council members were assigned governance process policies to monitor with the "buddy" to submit to the Council Chair by May 10, 2018.



Bylaw 3.11 was reviewed and a decision was made, on the advice from legal council, to add the phrase “a transfer fee may be applied”

After discussion it was decided the Council Vice Chair would serve as Chair of the AGM committee and would work with the CDHM staff to organize the event.

Ownership Linkage (OL) Committee Chair, Carol Hiscock provided a summary of progress to date of the (OL) committee. The issues of accessibility and affordability for the following groups were identified as priorities: children, seniors, rural communities, reserves, and long term care homes. Carol also reported speakers will be invited to future Council meetings to inform Council on these populations. The 2018 AGM will have an OL activity to engage members; details will be provided for the next meeting.

Council continued their discussion on the ENDS and motioned to accept eh new, revised ENDS.

The registrar suggested she will create 3 examples of a CDHM Mission Statement and send it out to Council for an email vote.

Committee Reports: The Nominations, Complaints, Fee & Fund committee chairs shared their reports and fielded questions.

Fee Discussion: Council agreed fee raises should be based on defensible indicators such as COLA (Cost of Living Allowance) The current Cost of Living in MB is 2.4% (compensation for loss in purchasing power of money due to inflation). Council agreed to raise practicing and non-practicing registrant fees 2.9% for the 2019 year. This translates into a \$15.00 increase over last year’s fees.

The registrar spoke to Council about the Reserve Fund conversation she had with the accountant. It was agreed to have the accountant speak to Council during the Sept. meeting to review options for the unrestricted funds.

The Registrar spoke to Council about the current need for infrastructure changes to enhance services to the registrants. Council supported the plans to move forward with necessary upgrades. A brief discussion was held around honoring Council members for their years of service to the CDHM. It was decided a decision would be made after more information was forthcoming via email.

The registrar suggested some of the Practice Guidelines required updating, to be reflective of the newest evidence from the literature. Terri Archibald offered to take on this task.

Next Meeting dates were scheduled for September 14 &15, November 30, 2018 and February 8, 2019.



Council members in discussion at the April 2018 Council Meeting with the Governance Coach.

Reviewer's Top 3 CCP Tips



1. The Continuing Competency activities are related to the goal

Learning activities, listed as continuing competency activities, need to be evidence based and align with the CCP Directives, available at: <http://www.cdhm.info/quality-care/ccp-directives/>. Study groups must be registered with the Registrar annually. Watch for information on Study Club & Journal Club Guidelines in the next few months. Conversations with colleagues or other health professionals, although informative, should not be included as continuing competency activities.

2. The successful acquisition of information has been demonstrated

When reporting on the new knowledge and skills gained from continuing competency activities under point 2 of the CCR, list specific examples of relevant information acquired. For instance, if journal articles were read, what were some of the key take away points from the papers?

A well described example is available on page 22 of the CCP Package at :http://cdhm.info/qualityCare/CDHM_CCPpackage_Full.pdf.

3. Improvement to dental hygiene practice has been noted

After completing the continuing competency activities, how will you apply the knowledge and skills to your dental hygiene practice? How has working towards your SMART goal improved your clinical or alternative practice? Examples of how your hygiene practice was enhanced should be included under point 3 of the CCR.

Study Club or Journal Club?

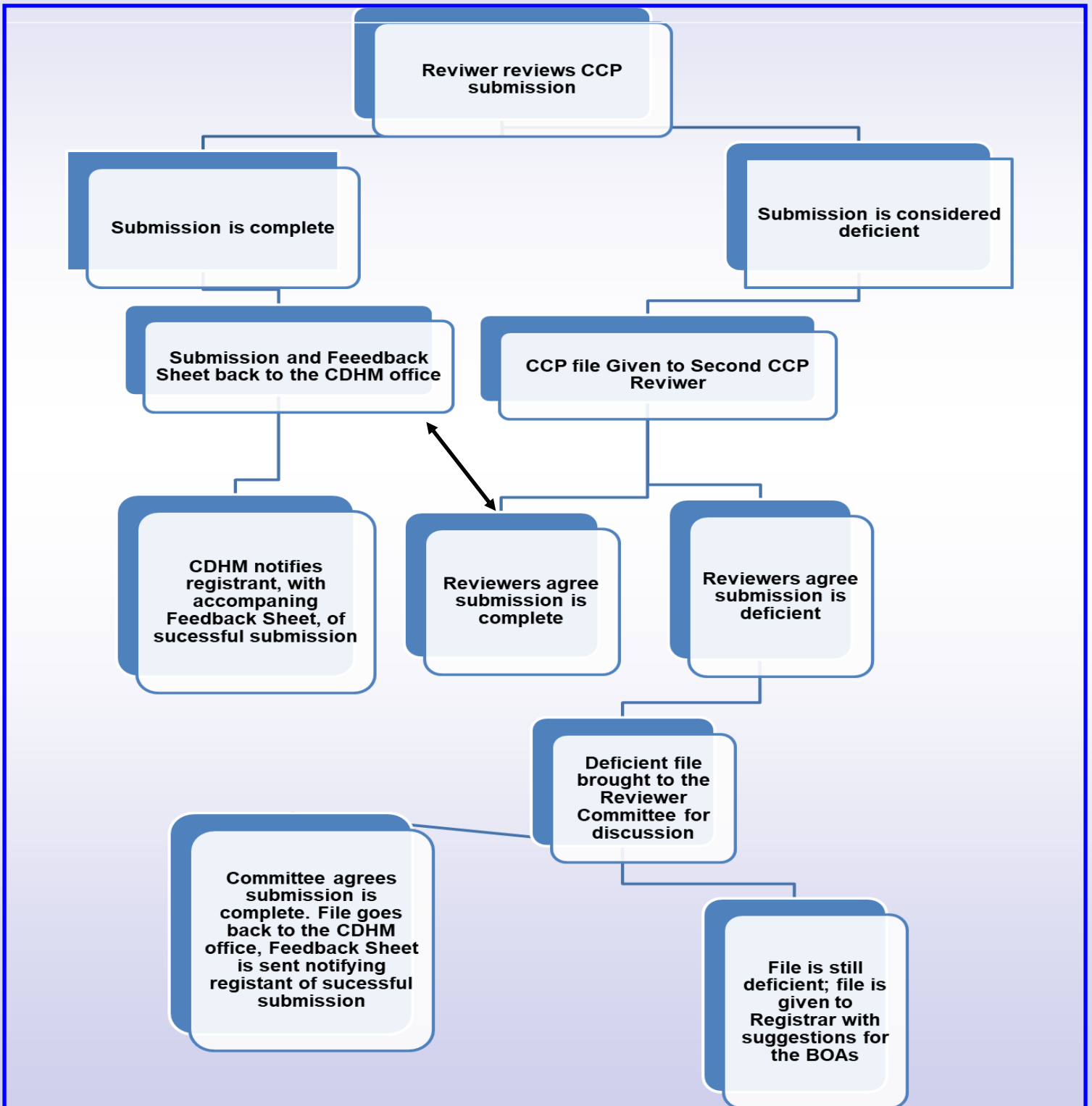
Watch for new information on the defining criteria for these two CCP options.

Some of you have been enjoying the learning provided by a study group. Updated guidelines will identify the objectives and requirements of both options this will help you define whether you are a Journal Club or a Study Club. Both are valuable for continuing dental hygiene competence and professional development.



CCP Reviewers Communications Flow Chart

The CCP review process is a thorough, multi-level approach involving a number of steps to ensure calibration between reviewers.



MANITOBA



Regulated Health Professions Act (RHPA) Update

In preparation for application under the Regulated Health Professions Act (RHPA), the CDHM RHPA committee has collaborated with the Manitoba Dental Hygienists Association (MDHA) and created a combined committee to prepare for this undertaking. The committee has had one meeting with Assistant Deputy Minister of Seniors & Active Living, Avis Grey, and is scheduled to meet with her and others on September 10th, 2018. In order to prepare for these meetings, the combined committee has met on many occasions throughout the Spring and Summer. The committee is co-chaired by Jennifer Miller and Laura McDonald. The work of this committee is ongoing and you will be provided regular updates as we move forward.

CDHM Committees

The work of these committees are vital to the operations of the College. The CDHM Council and staff would like to thank them for their dedication and expertise.

Legislated Committees

Complaints Committee

- ◆ Lila Jorheim MacInnes
- ◆ Aruna Hall (Public rep.)

Inquiry Committee

- ◆ Kim Boyce (Chair)
- ◆ Marla Rubin

Board of Assessors

The Board of Assessors are appointed by Council and are responsible for approving applications for registration.

- ◆ May De Guzman
- ◆ Janis Gojda
- ◆ Kristin Holt
- ◆ Natasha Kravtsov

Non-Legislated Committees

The Continuing Competency (CCP) reviewers

- ◆ Diane Girardin
- ◆ Paula Larocque
- ◆ Chelsey Pachkowsky
- ◆ Harriet Rosenbaum
- ◆ Aaron Szucsik



Donna's Registration Renewal Tips for 2019



As the lazy days of summer are drawing to an end, please be reminded your current CDHM registration will expire on January 14th, 2019. All registrants must renew their 2019 registration through the Alinity online computer management system.

A renewal of registration announcement will be emailed to all registrants when the online system is open for your renewal documents to be uploaded, hours reported for 2018 with an updated current employer (practicing only) and payment of your renewal of registration fee. **This notice will be sent out after the 2018 Annual General Meeting at the end of October. Please watch your email for this important message.**

NEW for 2019!! This year there will be the option of having your registration documents and payment of fees due on or before January 7th, 2019 (instead of the previous due date of December 1st.) Please be aware that after January 8th, 2019, if registration of renewal documents and fees are not received, an automatic late fee of \$200.00 will be applied and the cancellation process for non-compliance of renewal of registration will begin.

Please read the following renewal of registration tip reminders to ensure the renewal process is a smooth experience for all CDHM registrants:

1. Visit <http://www.cdhm.info/> and click on the "sign in" registration renewal button and enter your CDHM registration number with a 0 or 0's in front to make it a 4-digit number.
2. Enter your password (If you have forgotten your password, go to "Click here if you don't have or have forgotten your password" and your password will be sent to your email on record with the CDHM. Please ensure all profile information is updated and current.
3. Upload all the necessary documents and press save after each upload (practicing registrants are required to upload their CPR card and malpractice insurance certificate).
4. Under the Employer Section of your profile, enter your practice hours from January 15, 2018 to January 14, 2019 by clicking the **Edit Employment tab**. To calculate, enter your hours worked weekly and multiply by the number of weeks worked in a year (minus holiday time).
5. Read and complete the online declaration form and CCP oath as this is a **legal document**.
6. Pay your registration fee: Practicing \$515.00 or Non-Practicing \$257.50 with a Visa, Visa Debit or MasterCard. A receipt of payment will be emailed to you.

Contact the CDHM office at (204) 219-2678 or email cdhm@cdhm.info for any assistance with your 2019 renewal of registration or if you plan on cancelling your CDHM registration.

Hope to see you at the 2018 AGM!

Donna Dowie

Executive Assistant to the CDHM Registrar/Executive Director



MDHA News

I truly hope that everyone has been enjoying the summer months thus far. It has been a hot one, and I hope that everyone has been able to enjoy some time outdoors and a break away from the business of regular life.

At the MDHA we have had a great wrap up to our spring events and are very much looking forward to hitting the ground running in the Fall. Our June AGM saw attendance near 200 hygienists. Those in attendance enjoyed breakfast while listening to reports from various stakeholders and friends of the MDHA, committee reports and a yearly summary of the association's activities. See the AGM wrap up article within this issue of Montage for more information on the AGM.

Our Big Bike Fundraiser was once again a huge success in mid June – huge thanks to Laura McDonald and Larissa Bubnowicz for organizing the MDHA team and executing such a fun event for an extremely worthwhile cause.

I am pleased to inform membership that Sheryl Slosower has agreed to take on the role of Chairperson of the Professional Development Committee of the MDHA. Sheryl brings a vast knowledge of relevant topics and engaging speakers to us and we look forward to working with her. Please watch for information coming this Fall regarding new PD offerings from the MDHA in addition to the free webinars currently being offered by the CDHA.

I am also very excited to once again announce the joint RHPA preparations committee that has been struck between the MDHA and CDHM. This committee is made up of members from each organization and is working towards preparing the professions RHPA application in order to be ready when government names dental hygiene to transition. The committee has already had meetings with upper level government, including Avis Grey, Deputy Minister of Health where opportunities for the moving the profession forward are being discussed. Stay tuned for exciting developments from this group!

On behalf of Amanda and I, I would like to wish all our members a wonderful remainder to your summer. To keep in touch with all the MDHA's events and news, please like us on Facebook!

Lee Hurton
Executive Director
executivedirector@mdha.ca





2018 CDHM Council Nominations Update

We currently have two vacancies on Council which will be filled by election during the AGM on October 27th. Thank-you to those of you who have let your name stand for election, we appreciate your willingness to serve the CDHM. We look forward to welcoming the incoming Council members during a half day Council meeting immediately following the AGM.

On behalf of the Nominations Committee,

Ernest Janzen
Chair, Nominations Committee



University of Manitoba School of Dental Hygiene Class of 2018!

