

CDHM News

*Connecting Dental Hygienists in Manitoba
since 2008*

March 2019

CDHM Council Meeting Highlights

A Spotlight on a CDHM Public Representative

**Your Feedback Counts! 2018 AGM Ownership Linkage
Activity Results**



CONTINUING COMPETENCY REMINDER

Continuing Competency document upload deadline, for 2018/2019 is April 30th, 2019.

A reminder that all registrants will be required to upload their CCP documents for 2018/2019. When the registrant log-in on the CDHM website is open, you will be notified by email during the last week of March. Once logged in, there will be an 'Announcement' on the first page that will provide detailed instructions for successfully uploading your documents. **Reminder**, you can upload forms previously filled out over the past year, you do not have to use the online fillable forms. Additionally, continuing competency items completed in the past 24 months can be used for your 2018/2019 submission. The Guideline to CDHM CCP can be found on the CDHM website under the CCP tab, 'Downloadable Forms' and scroll to the bottom of the page to click on the '2018 Package'.

IN THIS ISSUE

- ◆ Chair's Message, 2019 AGM and Council Meeting Dates...3
- ◆ Council Registrar's Message, CDHM Mission and Vision & Announcements... 3,4
- ◆ CDHM Council Meeting Highlights from November 30, 2018 & February 8, 2019...5,6
- ◆ Spotlight on a CDHM Public Representative ...7
- ◆ Ownership Linkage (OL) Report-October 27th, 2018 OL Activity Results...8
- ◆ Board of Assessors Thank you & Welcome...8
- ◆ MDHA News Update...9

CDHM DEPUTY REGISTRAR POSTION

The CDHM is Hiring! If you are interested in becoming more involved in your profession and would like to contribute to professional growth in Manitoba, maybe this opportunity is for you.

Reporting to the Registrar, the **Deputy Registrar** will work with the Registrar and office staff to ensure Manitobans receive safe competent dental hygiene care. She/he will meet and exceed requirements of the regulations, by-laws and policies which govern registration and continuing competency. This individual will work well as part of a team, recognize the importance of building positive relationships with registrants and stakeholders.

This position is 2-3 days a week and will remain open until April 3rd, 2019. Individuals interested in this opportunity please forward a resume and cover letter in confidence to abrodie@cdhm.info.

CONTACT US & HOURS of OPERATION

- ◆ T: 204 219-2678 F: 204 29-2679
- ◆ A: 109-420 Des Meurons, Winnipeg, MB R2N 2N9
- ◆ E: cdhm@cdhm.info
- ◆ H: Monday to Friday 8:30 a.m. to 4:30 p.m. (Closed on Statutory Holidays)



Chair's Message

Karina Hiebert, BScDH, RDH

Council Meeting Dates

Friday, May 24, 2019

Friday & Saturday September
20 & 21, 2019

2019 CDHM AGM Date

Saturday, October 26, 2019

Happy Spring everyone!

As I mentioned in a previous message to CDHM registrants, the College welcomes questions from the membership at anytime throughout the year. A recent question we received from a registrant was, "Why do we have members of the public on the CDHM council board?". This is a great question and we appreciate the opportunity to answer this for all who might be wondering the same thing.

The first question to consider is, why are (any) professions regulated in the first place (whether by the government or by the profession itself). The reason for regulation is to protect the public who use the services of a professional (dental hygienist, nurse, physician, lawyer, engineer, etc...). The regulator protects the public from any unsafe, incompetent, unethical, impaired and/or unauthorized practice. There are several activities that a regulating body can employ to manage this, including but not limited to:

- Set the requirements for entry to practice
- Register qualified Dental Hygienists
- Develop and maintain and standards of practice, ethical standards, and competencies
- Create and monitor the continuing competency of all registrants
- Receive and manage complaints about Dental Hygienists who breach standards of practice, ethical standards, or competencies, or pose a safety risk to the public in any way
- Order appropriate remedial or disciplinary actions as required

Next, let's remember that the profession of Dental Hygiene is self-regulated in Manitoba. Self-regulation means that the government has delegated its regulatory functions to those who have the specialized knowledge necessary to do the job. Although the granting of self-regulation acknowledges that a profession's members are capable of governing themselves, meaningful and effective public participation in our decision-making processes is necessary to ensure that the profession remains accountable to society at large. To this end, public representatives sit on the College's Council and on all legislated committees. Truly, the participation of individual Dental Hygienists, government, employers, educators, other professional groups and the public is essential for responsible self-regulation¹.

Our current legislation (The Dental Hygienist's Act) requires that the CDHM council has a minimum of nine persons, and at least 1/3 of the members of council must be public representatives appointed by the Health Minister of Manitoba². The Health Minister has appointed Public Representatives to the CDHM council since its establishment in 2008. Currently, council has four Public Representatives who were appointed in November 2017. Their terms vary in length (determined by the Minister) and they may be re-appointed and serve to a maximum of nine consecutive years.

Public representation is just one of the elements involved in creating and maintaining effective, responsible and transparent regulation. If you have any further questions on this or other topics, please contact the College at any time (see www.cdhm.info for contact info).

Sincerely,

Karina

Karina Hiebert, BScDH, RDH
Council Chair, CDHM

References:

1. The College of Registered Nurses of Manitoba (CRNM) [Internet]. Winnipeg, Manitoba: CRNM. Self-Regulation; published 05/2002, revised 05/2018 [cited March 18, 2019]. Available from: https://www.crnmb.ca/uploads/document/document_file_193.pdf?t=1527774383

2. The Dental Hygienists Act, C.C.S.M. c. D34. Enacted by Proclamation status (for provisions in force by proclamation) SM 2005, c. 51 whole Act except s. 71: in force on 15 Apr 2008 (Man. Gaz. 26 Apr 2008)



Registrar's Message

Arlynn Brodie, MHS, RDH

The Regulation of Dental Hygiene

Our profession of dental hygiene is relatively young. In Canada, dental hygiene was legally recognized across the country between 1947 and 1968.¹ Sixty-eight years ago, the first dental hygiene education program was offered at the University of Toronto. During the 1990's, as the profession grew, the landscape of how dental hygienists were regulated in Canada underwent large scale change; today, most jurisdictions, except PEI, Nunavut, NWT & the Yukon, are self-regulating.

CDHM just celebrated its 10th anniversary of self-regulation in this province, so it is timely to think about self-regulation and what it means for registrants and the public. Simply put, the profession enters into a social contract with the public when they commit to regulating themselves in the public interest, and in return they get the privilege of being governed by their own. In 2008, government and society placed its trust in dental hygienists. Self-regulation remains a privilege, not a right. Every day, as health professionals, it is important to maintain the public's trust and faith in us to act in their best interest, in doing so, we are able to remain as a self-regulating profession.

Regulation of health professionals in Canada is changing, and the regulation of dental hygiene is part of this change. In Manitoba, all health professions are required to transition from the legislation they are currently operating under to new legislation called the **Regulated Health Professions Act. (RHPA)** Some health professions have made the transition, others have not started the work to complete the change and some, like us at the CDHM, have started the process. The transition will require a significant amount of human and financial resources and will take some time. Having said this, it is an exciting time for dental hygienists in Manitoba; it is an opportunity to make positive change in the practice of our profession. In the coming months, you will receive a survey from the MDHA/CDHM RHPA committee, requesting your input as we gather information to submit to government. Thank-you in advance for investing in our profession's future in Manitoba by completing this survey.

Spring is the season of re-growth and renewal; it is a perfect time to focus on growing our profession in this province!

Sincerely,

Arlynn

Arlynn Brodie, MHS, RDH
Registrar, Executive Director

References

1. Dental Hygiene at a Crossroads: Knowledge Creation and Capacity Building in the 21st Century; 2009 [cited 2019 March 18]. Available from: https://www.cdha.ca/pdf/DentalHygieneAtACrossroads_ResearchReport.pdf

CDHM Announcements

Tax receipts can be printed from the CDHM website. Sign in and click on the 'Wallet Card/Receipt' tab. Your 2019 receipt can be printed off for tax purposes.

Additional wall certificates are available from the CDHM office.

Click link below for article on pages 8-11 from CDHO Milestones:
"Cannabis Legalization & Oral Health – What Dental Hygienists Need to Know."

<http://www.cdho.org/about-the-college/publications/milestones>

CPR Providers, approved by CDHM College Council, are listed on the CDHM website under the 'Legislation & Resources' tab and then "Practice Guidelines".

PAR Opportunity in Steinbach; presentation to a childcare center in July/August. Please contact: m.kim@shaw.ca

CDHM MISSION & VISION

The mission of the College of Dental Hygienists of Manitoba is regulating dental hygiene practice, ensuring competent and ethical provision of care for all Manitobans.

The vision of the College of Dental Hygienists of Manitoba is to contribute to the growth of the dental hygiene profession in Manitoba by advancing the profession, including increased access to dental hygiene care.



CDHM Council Meeting Highlights

November 30th 2018 and February 8th 2019

2018/2019 CDHM Council from L to R back row): Ernest Janzen, Terri Archibald, Christine Ronceray, Karina Hiebert, Corinne Latozke, and Carol Hiscock
(from L to R front row): Saima Klippenstein, Kathleen Reid, Lucie Boutet, Johanna Grant, and Jennifer Miller

Meeting: November 30th, 2018

Public representative on Council, Ernest Janzen provided a 'Respectful Workplace' presentation, reviewing Council's GP 1.6.1 policy, Canada's Human Rights Code and the Manitoba Human Rights Commission. Ernest advocated that every workplace should have a Respectful Workplace policy.

A presentation from Resolute Technologies on the SharePoint feature of Office 365 provided Council with ideas for future communication and document-sharing opportunities.

Chair, Karina Hiebert presented her Chair's report, including an overview of registrant feedback from the AGM.

Council discussed their oversight with respect to Bylaw 3.2 (membership fees) and agreed to send out an email to registrants as clarification and an apology.

Councilors worked in pairs to review the summarized ENDS feedback from the AGM. As a result of registrant feedback, Council adjusted the order/priority of the ENDS to reflect their feedback.

Carol Hiscock, Vice-Chair of Council and Ownership Linkage (OL) Committee Chair, provided Council with future registrant engagement opportunities and Councilor, Kathleen Reid, was nominated and appointed as Co-Chair of the OL committee.

The Regulated Health Profession Act (RHPA) Co-Chair, Jennifer Miller, discussed the future funding needs for transitioning to the RHPA. Registrar, Arlynn Brodie presented data reflecting transition costs reported by other regulatory colleges in Manitoba. Early estimated transition costs for the CDHM are approximately \$80,000.00; these funds would cover legal costs, and a Policy writer/strategist.

Terri Archibald, Chair of the Practice Guidelines committee, reported the CPR Practice Guideline is undergoing a thorough review and additional help from RDH's will be recruited to assist in the creation of this document.

Council members were provided a link to a Policy Governance self-assessment tool that will assist them in determining future personal and collective learning opportunities during their time on Council.

As a follow-up to the information received from the Federation of Dental Hygiene Regulators of Canada (FDHRC), Council motioned to accept, in principle, Part B (clinical) of the NDHCE.

Council discussed the opportunity for of creating a CDHM student award that would be presented to a graduating dental hygiene student from the University of Manitoba. The criteria and name of the award will be determined.

Governance Coach, Susan Rogers facilitated an interactive exercise on creating and interpreting a monitoring report.

Arlynn Brodie, Registrar, in her report to Council, highlighted several trends in global technology, human rights and regulation. Arlynn also presented the second quarter financials, providing details as requested.

Meeting: February 8th, 2019

Chair, Karina Hiebert, gave her report to Council which included information on the recent Mix and Mingle event co-hosted with MDHA. Karina also reminded Council of the 2019 CDHM Bylaw review and that the search for a new Governance coach is ongoing.

An ad-hoc committee was created to review the Bylaws; Karina Hiebert, Christine Ronceray, Kathleen Reid and Saima Klippenstein will review the Bylaws in preparation for the 2019 AGM.

Council motioned to create a CDHM student award titled; *The College of Dental Hygienists of Manitoba Student Leadership Award*. The recipient will be selected based on demonstrated promotion of peer morale, client advocacy, leadership qualities, ethical competency and volunteerism. The \$350.00 award would be presented annually.

Registrar, Arlynn Brodie, highlighted areas in her monitoring report, including sections of the 3rd quarter financials and the new Financial Plan, which she reported as a living document as the financial operations are a focus of review for 2019.

Arlynn also provided an Environmental Scan which highlighted the new Canada Food Guide, the current Canadian economy, the transformation of the Manitoba Health system into Shared Health and the Canadian Community Water Fluoridation Ethics Consultation Report.

RHPA Co-Chair, Jennifer Miller, provided a summary of recent committee activity and Registrar, Arlynn Brodie, discussed the opportunity to engage a policy writer, consultant and strategist to work with the RHPA committee on CDHM's application to government. Council motioned to engage Liz Ambrose in this capacity. Council also agreed the 2014 'Reserved Acts' document was acceptable as a guideline for future development.

Ownership Linkage Co-Chairs, Carol Hiscock and Kathleen Reid highlighted the committee's plans for reaching out school-aged children K-4 to determine their practicing knowledge of good oral health. It was agreed organizing activities during Oral Health month and specifically Dental Hygienist's week would be ideal.

The Practice Guideline committee brought on Kristin Holt and Val Olivier to assist with the revision of the CPR Guideline.

Saima Klippenstein was re-instated as Chair of the Nominations committee.

Council motioned to create an Appeal committee to convene a Hearing and bring options to Council for a decision on the appeal.

Council Chair, Karina Hiebert provided a summary of her learnings from the 2018 Canadian Association of Public Health Dentistry conference. In summary, she concluded it is very beneficial for the dental hygienist to be able to view the dental profession from a population health lens.

Council reviewed several policies including the adjusted ENDS derived from registrant feedback at the AGM.



The MDHA's Mix and Mingle networking took place on January 27th, 2019 at the MDA Convention. CDHM Council representatives from left to right attended the event: Karina Hiebert, RDH, Kathleen Reid, Pub. Rep, Jenifer Miller, RDH, and Christine Ronceray, RDH.



CDHM Spotlight on Public Representative, Carol Hiscock



Carol Hiscock, Public Representative,
Vice-Chair of Council and Ownership Linkage
(OL) Committee Chair

A physiotherapist and health care administration professional, Carol has gained a wealth of not for profit and health care experience holding Executive Director positions with The Arthritis Society, Manitoba/ Nunavut and Saskatchewan Divisions (8 years), and with the Canadian Mental Health Association , Manitoba Division (4 years).

Prior to moving “south” to Winnipeg in 2004, Carol lived in Thompson, Manitoba and travelled extensively in the North, providing physiotherapy services to outlying communities and reserves. Several Northern Manitoba not for profit organizations benefitted from Carol’s insight, commitment and enthusiasm. She was CEO of the YWCA of Thompson (9 years), Northern Regional Coordinator for the Society for Manitobans with Disabilities (8 years), Executive Director of a Community Health Centre in Leaf Rapids (1 year term), and Coordinator of a federally-funded women’s health education project. She also served as President of the Thompson Community Foundation, Thompson Crisis Centre, Thompson Business and Professional Women’s Club, and AFM- Northern Region Advisory Board.

She has extensive and senior level volunteer experience, having been the founding Chair of the Chronic Disease Alliance of Manitoba, and has served more than 25 years with the Canadian Cancer Society, culminating in a 2 year term as Chair of the National Board of Directors. She recently completed a 6 year term with the CIHR Institute of Gender and Health Advisory Board. She is a past Chair and 12 year member of the Women’s Enterprise Centre of Manitoba (WECM) Board of Directors.

In 2015-2016, she was appointed Provisional Administrator by the Minister of Family Services, with governance and operational oversight and responsibilities for a rural not for profit organization providing housing and support services. The appointment was revoked after successful completion of all mandated tasks.

She has received numerous awards for leadership and volunteerism, including the Cleta Herman Award from YWCA Canada, an honorary life membership from Canadian Cancer Society, 2 Queen Elizabeth Silver Jubilee medals, and the Governor General’s Award and Medal for Community Service.

Currently Carol is Vice Chair of the Council for the College of Dental Hygienists of Manitoba, and President of the Provincial Council of Women of Manitoba.



Thank you to our Board of Assessors...

A Big Thank-you, from the CDHM Council, to our outgoing members of the Board of Assessors, Natasha Kravtsov and Janis Gojda. We appreciate the time and support you have dedicated to the College of Dental Hygienists of Manitoba.

A Warm CDHM Welcome...

The Council also Welcomes our new Board of Assessors, Valerie Olivier and Eunice Rowan to the CDHM!





Ownership Linkage Committee Report

TO REGISTRANTS

Thank you to all who participated in the Ownership Linkage activity during the October 27, 2018 CDHM AGM. A total of 169 responses were received and analyzed.

The following ENDS received the highest and equal number of votes as priorities over the next ten years:

ENDS 2.1: “Every Manitoban receives competent, compassionate and affordable oral health care”

ENDS 2.3: “Every Manitoban has access to dental hygienists practicing to their full scope in all settings”

The ENDS were discussed and reviewed at the Nov. 2018 Council meeting and approved at the Feb. 2019 Council meeting. Plans are now underway to further identify issues and address the ENDS through ongoing Ownership Linkage exploration, and the Registrar’s strategic plan. In addition, the unmet needs were reviewed and categorized into 8 areas of concern or recommendation. (see below)

Summary of Process and Results

The response sheets were numbered from # 1-169 reflecting **the total of 169 responses** received. The responses were reviewed and listed in accordance with the ENDS numerical order, as distributed to all in attendance. Each response sheet with a comment regarding unmet needs was also listed numerically under 8 categories.

Summary by Priority

ENDS	Responses Listed as High priority	ENDS	Responses Listed as High priority
ENDS # 2.1	114	ENDS # 2.1.1	7
ENDS # 2.1.2	8	ENDS # 2.1.3	12
ENDS # 2.2	14	ENDS # 2.2.1	1
ENDS # 2.2.2	0	ENDS # 2.3	114
ENDS # 2.4	46		

Summary of unmet needs/ area of concern/ recommendation (234 comments were categorized.)

Seniors/ long term care	65 comments
Financial limitations/ affordability	41 comments
DH role/ scope of practice	35 comments
Accessibility to/of care	30 comments
Children/ parents/ care and education	29 comments
CDHM role	21 comments
Remote communities/ vulnerable populations	11 comments
New Canadians	2 comments

Respectfully submitted,

Carol Hiscock and Kathleen Reid,
Ownership Linkage Committee Co-Chairs



MDHA News UPDATE

Spring is almost here and as you know, April is Oral Health Month and also National Dental Hygienists Week taking place April 6th – 12th, 2019. The years theme of the NDHW is “Oral Health for Total Health” with a focus on reminding us that taking care of our mouth, teeth, and gums has a positive impact on other aspects of our lives!

Now is the time to start thinking of ways to get involved in the National celebration of NDHW. The Canadian Dental Hygienists Association’s website is full of resources, including a printable poster series, bookmarks and kids’ activity/colouring sheets, media tips, celebration ideas, logos and web banners. [Click here to check it out!](#) If the MDHA office can be of any help to you in your planning and execution of your NDHW activities, please let us know! We would love to get involved!

NDHW is also the perfect opportunity to get out into the community! The MDHA can supply you with toothbrushes and other supplies to ensure a successful presentation. Please contact us for more information. Don’t forget to use the hashtag #ndhw19 when sharing messages on social media regarding NDHW!

Lastly, please make sure that you mark your calendars for Saturday, June 8th – the MDHA Annual General Meeting, taking place at the Victoria Inn & Conference Centre from 8:30 a.m. – 12:00 p.m. This year, we are thrilled to be able to bring to you, renowned speaker, William Nippard, who will be speaking on the topic of ‘Winning at Work: The 5 Pivotal Questions for Oral Health Care Professionals. Breakfast will also be served. Please watch your inboxes for more information and how to register for the event.

Looking forward to warmer weather, it’s just around the corner!

Hope to see you all at the AGM – June 8th, 2019 !

Lee Hurton
MDHA Executive Director



**National Dental Hygienists Week
April 6th –12, 2019**