



COLLEGE OF  
DENTAL HYGIENISTS  
OF MANITOBA

# CDHM News

*Connecting Dental Hygienists in Manitoba since 2008*

June 2019



## **Our New Website is Live!**

CDHM staff is excited to announce our new website; go to [www.cdhm.info](http://www.cdhm.info)

## **Featured Articles Inside this Issue**

- ◆ What you should Know about Registering a CCP Study Club or Journal Club
- ◆ You've Been Asking...
- ◆ Spot Light: CDHM Council Member



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## ***CDHM Mission & Vision***

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

**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.

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## Study Club and Journal Club Update

Many of our hygienists are members of a Journal or Study Club and have found it rewarding to share, learn and network with colleagues. In response to the popularity of these learning formats we have developed a guide and forms to register clubs with the College for annual registration and renewal of members and topics. This will provide structure and direction for efficient management of your club. Here are a few tips if you are thinking this might be a good format for your CCP learning:

- ◆ Think of a 'Journal Club' as a professional book club. Instead of books, members use professional journals/articles as evidence to facilitate group discussion and learning.
- ◆ A 'Study Club' can use a variety of learning resources such as webinars, professional speakers or a case-study review. Note that a lunch-and-learn or discussion among colleagues is not necessarily considered 'evidence' but can be a catalyst for future goal and objective setting.
- ◆ Each club will appoint a leader or contact person to register Study or Journal Clubs by September 30<sup>th</sup> for the upcoming year using the online forms, including your proposed topics and names of all members.
- ◆ Log meeting dates, times, topics and learning resources along with meeting attendees for ease of documentation when completing your individual CCR.
- ◆ Find a Study Club and Journal Club Guideline document at [www.cdhm.info](http://www.cdhm.info) under the Continuing Competency menu to assist with organizing and coordinating your clubs.

*It is time to register your Journal Club or Study Club for the upcoming CCP year. Please email your forms to [VOlivier@cdhm.info](mailto:VOlivier@cdhm.info) with your new topics for the year. If your membership has not changed just let us know. If you have new members please send us a new list. Your forms are due by **September 30th, 2019**. Forms are available on the CDHM website.*





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## You've Been Asking

Registrants are encouraged to contact the College with any practice questions and concerns. In the spirit of shared learning we will bring them forward in the CDHM News.

**Question:** Can any dental hygienist in Manitoba use topical anesthetic?

**Answer:** No. The hygienist must have completed the additional education required and have been approved on the Oral Anesthetic Roster with the College. Topical anesthetic contains epinephrine which is a Schedule 1 drug with possible harmful side effects and therefore use is restricted by government for the protection of the public.

**Question:** If I renew my CPR in February one year and September the next year (19 months in between) it's still within the respective registration year. Is this ok?

**Answer:** No. Evidence shows that unused knowledge and skills depreciate significantly over time. Unless someone is using CPR skills on a regular basis, such as with an emergency services provider, they are often unable to respond effectively in an emergency. Again, based on evidence, the average time frame to maintain reasonable efficacy of skills and best serve public needs is 12 months.

**Question:** I've just graduated and started working in a dental office and the dentist was sick one day. Can I still provide care to patients even though the dentist isn't there?

**Answer:** In this case this would be a decision made based on discussion between the dentist the dental hygienist. This understanding should be put into a written agreement and signed by both parties. For a review of 'Supervision' please see the CDHM website under Practice Resources and review the 'Supervision Guideline' and 'Know the Act to Know How to Act'.

**Question:** Can I provide dental hygiene care for my spouse in Manitoba?

**Answer:** Yes. Keeping in mind a dental hygienist's practice will *always* reflect our competencies regarding professional conduct, and the Manitoba privacy act - the Personal Health Information Act (PHIA).

\*\* When in doubt, RDH's with specific questions or situations are encouraged to contact the CDHM office for guidance: Ph: 204-219-2678 Email: [VOlivier@cdhm.info](mailto:VOlivier@cdhm.info)





## Chair's Message

Karina Hiebert, BScDH, RDH

I would like to start by congratulating the 2019 graduating class of the University of Manitoba, School of Dental Hygiene! On behalf of the College of Dental Hygienists of Manitoba, I welcome you to the profession, and wish you all the best as you step into your role as health care providers!

A new initiative for the College this year was to develop a student award for a graduating student of the U of M Dental Hygiene Diploma program. This spring the CDHM Council was proud to present the first annual "CDHM Student Award" to Maddie Lischka. This award is given to a student in their third year who demonstrates leadership among peers, client advocacy, ethical competency, and volunteerism during their dental hygiene program. Congratulations Maddie!

Not everyone has natural leadership skills, but sometimes it just takes stepping up and putting in your best effort. I am one of those people. I had not initially thought of becoming a council member, but when I was asked to join in order to fill a vacant position, the idea intrigued me and I accepted. Likewise, I did not volunteer to be Vice-Chair or Chair of council, but there was a need and I faced the challenge. Every step of the way I had the support of many people who provided the training, coaching and encouragement I needed to do the job. As I look back, I am so grateful to have had the opportunity to work with such amazing people, and for everything I have learned through this experience.

This will be my final term on council, and I would like to express my heartfelt thanks to every person who has helped me along the way. From my time as council member, to serving as Chair of council, I could not have done it alone.

I would also like to thank the many volunteers who continue to serve on the CDHM and RHPA committees! As we have in the past, we will continue to move forward with the efforts of many.

If you are interested in helping out as a committee or council member, please contact the College.

Sincerely,

*Karina*

Karina Hiebert  
Council Chair, CDHM

Jennifer Miller, (left) from the CDHM Council, presenting the 2019 CDHM Student Award, to U of M graduate, Maddie Lischka (right).





## Registrar's Message

Arlynn Brodie, MHS, RDH

As your registrar, I believe it is important to update you on changes in the regulatory landscape. Often, these changes may affect you as a practicing dental hygienist in Manitoba. As a regulatory College, it is necessary to be aware and responsive to trends in healthcare regulation.

***“Change can be frightening, and the temptation is often to resist it. But change almost always provides opportunities-to learn new things, to rethink tried process and to improve the way we work.”***

*Klaus Schwab*

There are many changes on the horizon that could change regulatory governance for health care providers, including dental hygiene, in Manitoba. At this time there are two items of particular interest. First, the ‘Cayton Report’, a publication commissioned by the British Columbia Minister of Health and secondly, the new Shared Health initiative which is transforming healthcare delivery in Manitoba.

### **Cayton Report**

Mr. Cayton is past CEO of the Professional Standards Authority and is a leader in the field of professional regulation. Mr. Cayton conducted a thorough analysis of the current regulatory practices of the College of Dental Surgeons of British Columbia (CDSBC). The report identified required changes to the operations of their College. ***Cayton strongly suggested the report was not only for the CDSBC, but for all regulatory colleges of health professions.*** A few of his recommendations from the report are as follows:

- ◆ Accountability of a College is to the citizens of the province
- ◆ Colleges should operate with increased transparency
- ◆ Colleges should be using data and risk assessment to enable regulatory effectiveness
- ◆ Numbers of Board/Council members should decrease (11-12)
- ◆ The Board/Council should not be involved in complaints and discipline
- ◆ Increased public member representation on Boards/Council and committees is required

### **Shared Health**

Healthcare delivery in Manitoba is being re-structured under the new Shared Health framework. As a dental hygienist, you may think this is not particularly noteworthy, but the re-structuring may create significant opportunities for dental hygienists to practice in alternative settings. The new system will be designed to ‘provide accessible healthcare at the right time and place’.

It will incorporate clinical and preventive services in an integrated interprofessional approach to healthcare for all Manitobans. ***Continued on Page 7***

### Other Important Changes

The Manitoba government has mandated all health professions in Manitoba will be required to transition from their existing legislation to one umbrella legislation, called the Regulated Health Professions Act. (RHPA) The CDHM, in collaboration with the MDHA, have created Working Groups to develop our application to the RHPA. The work is ongoing and will take a large number of man hours to complete. If you are interested in assisting the College in this endeavor, please contact the College office and speak to the registrar.

During the winter months we worked hard, transitioning our registration software to an upgraded version; this has allowed the uploading of your CCP documents and will provide a new look to registration renewal. We have also introduced teleconference and online sharing platforms to enable improved communication between Council, committees and staff.

Our CDHM website, another communication tool, has finally launched! We hope you find it navigable and a good resource.

In closing, congratulations to all our U of M grads, welcome to the College and the profession!

I hope your summer is full of sunshine, family and friends, and I look forward to seeing you at our AGM in October!

Sincerely,

*Arlynn*

Arlynn Brodie MHS, RDH  
Registrar/ Executive Director





## Deputy Registrar's Message

**Valerie Olivier, BScDH, RDH**

"Tell me and I forget. Teach me and I remember. Involve me and I learn." ...Benjamin Franklin

Greetings from the CDHM office as the new Deputy Registrar. I'm happy and excited to have the opportunity to work with the regulatory body for dental hygienists in Manitoba. I am proud to be a dental hygienist in Manitoba alongside all of you as primary oral health care providers to the citizens of our province. To be referred to as a "professional" is a privilege and to be known for providing "excellence in oral health care" is an honor.

One of my first tasks is to focus on our Continuing Competency Program or CCP; a program that many other regulatory bodies look to as a model for the professional continuing competency program of the future. The quote above illustrates the idea of this ongoing educational strategy of learning by doing. I will be working with reviewers and registrants providing ongoing evaluations of our program to maximise professional growth for registrants. This year's inaugural electronic uploading of CCP documents to our online platform, Alinity, was a success. Reviewers have been tasked with providing feedback to every registrant this year in order to help calibrate the program's collective educational potential.

Soon the new Alinity program will allow registrants to upload their PAR and CCR documents at any time during the year rather than having to keep track of everything and upload all at once. Our goal is to simplify this process so registrants can focus on their learning opportunities. Remember: the over-arching purpose of the CCP is public safety. The Government of Manitoba has mandated that our College be able to provide proof that our professionals regularly update their knowledge. This is done by recognizing our deficiencies or knowledge-gaps and providing proof of how we use good evidence to improve our practice. This demonstrates *accountability* to our profession. Ours is a fast-changing profession with new products, procedures and health considerations continually emerging. The citizens of Manitoba trust RDH's to be knowledgeable and practice safely. Dental hygienists of Manitoba have embraced this challenge.

I look forward to working with the CDHM, Council, and registrants as we continue to look to the future of providing oral health care to all Manitobans and embracing challenges as opportunities for growth.

Sincerely,

*Valerie*

Valerie Olivier, BScDH, RDH  
Deputy Registrar, CDHM







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## CDHM Council Meeting Highlights May 24<sup>th</sup> & 25<sup>th</sup>, 2019



**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**

### May 24<sup>th</sup>

Council chair, Karina Hiebert, provided a verbal update to her written report which included a description of the recent CDHM Student Award selection process.

Registrar, Arlynn Brodie, presented the 4<sup>th</sup> quarter financials and the proposed 2019/2020 budget and updated Council on the AGM planning process. Included in her report was information on the new CDHM bookkeeping software called Zero; implementation will begin in the new fiscal year. Arlynn also updated Council on activities of the nine external Boards/committees she attends on behalf of CDHM. Council was informed there will be a call-out for a Board of Assessor. Arlynn's environmental scan highlighted the outcomes of the Cayton report and the impact his report will have on the future of health profession regulation.

Mark Jones, the CDHM accountant, spoke to Council about CDHM financials and appropriate management of reserve funds.

Michael Hepples, from Blueshift innovations did a brief training session on the basics of Microsoft 'Teams' and discussed how it would be a useful communication tool for Council

Council discussed fees for 2020 registration renewal and will be presenting the fees to the AGM in October

The Registrar highlighted her briefing note on Reserve Fund management. Council discussed allocating a percentage of the reserve funds into low-risk GIC's.

Council Chair and Vice- Chair, Carol Hiscock, discussed the proposed Governance Budget.

Arlynn Brodie and Lee Hurton, Executive Director of MDHA, provided Council with a 'Refresher' on the roles of regulator and the member services Association.



## Highlights Continued...

May 25<sup>th</sup>

Council Chair led the policy monitoring discussion, completed by Council, and also reviewed a number of policies as per the policy monitoring schedule. Arlynn reported the CDHM Student Award will be presented by Jennifer Miller, the award liaison, at the Dental Hygiene graduation dinner on May 31<sup>st</sup>.

Karina updated Council on the Bylaw Review process.

Council member Corinne Latozke provided an Ethics and Jurisprudence presentation which included discussion of ethical scenarios.

The following Committee Reports were presented by committee Chairs:

- ◆ RHPA
- ◆ Ownership Linkage
- ◆ Nominations
- ◆ Inquiry
- ◆ Professional Practice
- ◆ Appeal

### CDHM Committee Opportunities

#### Ownership Linkage Committee is Recruiting

Have you been thinking about getting involved in the College, but you are not ready to commit to working on Council? This opportunity might be for you. The Council Ownership Linkage committee is looking for 2-3 dental hygienists to join their committee. This committee reaches out, in various ways, to all Manitobans. Please contact Arlynn Brodie, registrar, if you are interested in this opportunity. [abrodie@cdhm.info](mailto:abrodie@cdhm.info)

#### Opening on the Board of Assessors

College Council is looking for a dental hygienist to serve as a Board of Assessor (BOA).

Responsibilities include considering and making decisions for registration as a dental hygienist in the province of Manitoba (part 4; section 8 of the Manitoba Dental Hygienists Act).

If you are interested and/or have questions about the role please contact Arlynn



## The Council Spotlight Terri Archibald, RDH BSc DH



Council Member, Terri Archibald

The beginning of a diverse journey in dentistry began after graduation from Dental Assisting in 1989, and then Dental Hygiene in 1991 from Confederation College in Thunder Bay, Ontario.

Having worked not only in private practice for 28 years, she's had the opportunity to provide dental hygiene education and services to those in need in remote northern Ontario communities, provide clinical instruction to dental assisting and dental hygiene students in educational institutes in Ontario and Manitoba, and the ability to initiate her own Sports Guard Dental Hygiene business in Ontario and Manitoba. She also contributed to her profession by serving on an Ontario association board performing various roles from director, secretary, to president from 1992-2002; and co-founder for a local dental hygiene study club from 1999-2006.

The continued passion for Dental Hygiene expanded into obtaining her Bachelor of Science degree in Dental Hygiene from the University of Manitoba in 2018. The degree program allowed her to take part in service learning at the Diabetes Education Resource Centre for Children and Adolescents (DER-CA) where she was part of an interprofessional team that provided care and support for youth with Type 2 Diabetes. She has been the recipient of the Sigma Phi Alpha award from the Dental Hygiene honor society in 2014; the Hu-Friedy NEVI 2.0 CDHA Scholarship award in 2016; and the University of Manitoba School of Dental Hygiene Alumni Association travel bursary in 2017.

Her vision since graduation has always been lifelong learning in order to contribute and continue to propel our profession to greater standards and possibilities.

*"The appointment on the CDHM as a council member, and as chair of the practice guideline committee has allowed me to sustain our professional integrity through continued development of ethical standards for all Manitobans. I've had the privilege of working with council members from various professions over the years that have been exceptional to have on our board and so inspiring to know as human beings. Thank you for the opportunity, endless encouragement, and support over the years".*

Sincerely,

Terri Archibald





It has been a joyous spring for the Manitoba Dental Hygienists Association with multiple celebrations!

The Welcome to the Profession reception took place on May 8<sup>th</sup>, 2019 at La Roca Restaurant in downtown Winnipeg. The graduates of the dental hygiene class of 2019 attended, along side their mentors in the form of the MDHA's Mentorship Committee as well as other peers and colleagues. The evening is a wonderful opportunity for the profession to congratulate the new grads as well as encourage them with a piece of two of advice before they start their career. It is equally a celebration of new beginnings as well as existing careers and experience.

Next on our events calendar was the 2019 MDHA Annual General Meeting, held on Saturday, June 8<sup>th</sup> at the Victoria Inn Hotel & Convention Centre. The day started with a buffet breakfast which lead nicely into the formal part of the morning, the Annual General meeting. Those in attendance had the opportunity to hear from Arlynn Brodie, CDHM Registrar, Mary Bertone, Director of the School of Dental Hygiene and Simone Jaman, School of Dental Hygiene Alumni Association President.

In addition to our local leaders in attendance, the CDHA's Manager of Professional Practice, Donna Wells was there to update MDHA members regarding the recent results of the CDHA's Respectful Workplace survey. Donna took members through the results of the survey as well as the initiatives planned in response to those results. Members with ideas of how to increase Respectful Workplaces are encouraged to contact Donna at the CDHA.

Once the formal part of the AGM was complete, William Nippard, RDH presented a two-hour professional development session entitled 'Winning at Work – The 5 Pivotal Questions for Health Care Professionals'. William is an incredibly engaging speaker with so many tangible and realistic ideas to increasing our professional and personal well being and overall happiness.

Thank you to all members who attended the meeting and showed their support of the association and the important work that the MDHA does for its members and the profession. Have a wonderful summer!

Lee Hurton  
**MDHA Executive Director**  
[executivedirector@mdha.ca](mailto:executivedirector@mdha.ca)  
[www.mdha.ca](http://www.mdha.ca)



## Congratulations to the University of Manitoba School of Dental Hygiene Class of 2019!



### Contact the Office

#### Address, Telephone & Email:

- ◆ 109-420 Des Meurons, Winnipeg, Manitoba R2H 2N9
- ◆ t: 204-219-2678 f: 204-219-2679
- ◆ e: [cdhm@cdhm.info](mailto:cdhm@cdhm.info)

#### Hours of Operation:

- ◆ Monday to Friday 8:30 a.m. to 4:30 p.m.

