



CHAIR'S MESSAGE by Margit Strobl

"BCDHA exists so that..... members are connected to a growing, vibrant professional community.... for a reasonable return on the investment of our resources".

The Board of Directors and staff at BCDHA would like to wish all our members a happy new year. The stress and enjoyment of the holidays is now a memory and I am sure that like me you are once again settling into your regular routine.

You are probably wondering why I included BCDHA's "Ends" policy at the beginning of my Chair's message. What is an "End" you say? Well, let me give you a quick

review of the way BCDHA works. BCDHA operates using Policy Governance. In a nutshell, policy governance has "Ends" and "Means". The Board of Directors role is to set policy, create opportunities to link with you, the members, and visualize what we want the dental hygiene profession to look like in the future. We then develop the "ENDS" policies, which guide the Association's path to achieving our goals. The Executive Director, on the other hand, deals with the "Means" aspect of Policy Governance by doing what is needed to achieve the "Ends" (within reason).

This brings me to the reason for including the "Ends" policy at the beginning of my message. In the development of this "global End", the Board of Directors at BCDHA spent time over the last few years further interpreting this statement and one of the things we agreed upon was that the public should recognize dental hygienists as primary care providers while also recognizing that oral health is integral to overall health.

In fulfilling our responsibility to create opportunities to link with you, the members, and to further our vision for the dental hygiene profession, BCDHA has recently developed a position statement that reflects our support of advancing the role of the dental hygienist as an interdisciplinary primary health care professional within the

health care system. Our goal is to facilitate accessible, quality and comprehensive primary health care for all Canadians. (To read the position statement in its entirety please visit the BCDHA website.) You might be wondering exactly what an interdisciplinary primary care professional would look like in the dental hygiene profession.

The term *primary care* typically refers to the care delivered at the first point of contact with the healthcare system when an individual becomes ill. *Primary care* is also an essential component of *primary health care*.

Our goal is to facilitate accessible, quality and comprehensive primary health care for all Canadians

Primary health care however, is more encompassing. It not only focuses on primary care but also health promotion, disease prevention, population health and community development to aid in the provision of community based health care. Upon reflection, it seems that dental hygienists are uniquely qualified to assume the role of an interdisciplinary primary health care professional, as our primary focus is also on health promotion and the provision of preventive and therapeutic services as well as collaboration with other health care professionals.

Let me give you a brief background on how this shift in thinking came about. In 1978, the World Health Organization (WHO) and its member nations developed the Alma Ata Declaration for Primary Health Care as an approach to bringing health and wellbeing to all.

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The key elements of this declaration included:

- *available and accessible health care services for all without barriers,*
- *people at all life stages participating in and taking responsibility for their own care,*
- *addressing the health of individuals, communities, and populations in a comprehensive manner,*
- *implementing approaches that are evidence-based and socially acceptable,*
- *collaboration with other health care professionals to provide an integrated resource and referral system that responds to the social and health need of individuals, and*
- *an understanding of the determinants of health to make a difference and gain commitment from sectors such as education,*

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MARK THE DATE!

Annual General Meeting

April 2, 2011

Location: Prince George

As a BCDHA member you should be receiving emails regularly from BCDHA keeping you informed! If not, please contact our office to ensure we have your email address on file.

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Chair's Message

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housing, labour, etc. to develop healthy communities and populations.

Other health care professions have adopted these principles as part of their practice. BCDHA supports a health care system that will further integrate dental hygienists in primary health care to meet the needs of underserved populations such as seniors, the economically depressed, new Canadians, visible minorities, Aboriginal Peoples and those with disabilities.

BCDHA has not only developed the position statement on primary health care but has also worked (and will continue to work) to support our members in becoming primary health care professionals in the following ways:

- advocating for changes to legislation to eliminate barriers so that dental hygienists can offer their services through alternate service delivery models
- working with third party insurers to add dental hygienists as independent service providers in order to enable them to work within primary health care settings
- supporting baccalaureate dental hygiene education as it further supports the principles of primary health care
- supporting the standardization of dental hygiene education (entry-to-practice) in Canada through the National Dental Hygiene Competencies

Other health professions are currently adopting primary health care principles as their standard of practice, isn't it time that the dental hygiene profession do the same?

Let us know!

To receive the Outlook newsletter only by email send your request to outlook@bcdha.bc.ca.
Subject: **Outlook email preference.**

The Profession and the Public Have Spoken

By Cindy Fletcher, Executive Director

The British Columbia Dental Hygienists' Association (BCDHA) recently encouraged Registered Dental Hygienists and members of the public to participate in the public consultation process regarding the proposed changes to the 365 Day Rule.

As you are aware, BCDHA has some concerns about the proposed changes to the rule, and the process by which the changes were formulated. Although BCDHA, as your professional association, sent a formal response to the College of Dental Hygienists of BC (CDHBC) and the Ministry of Health Services, it was extremely important that dental hygienists and the public at large also joined our cause. A clear message needed to be sent to the decision-makers

that the proposed legislation does not go far enough to remove the barriers encountered by the public when trying to access dental hygiene care.

A heartfelt "thank you" goes out to all our members who sent in letters. Many wrote compelling and compassionate letters, sharing stories about their clients and their communities - vividly recounting the impact of the lack of accessible oral care.

Additional letters came from dental hygiene associations and regulatory bodies across Canada, dental hygiene educators and students, dentists, community health organizations, and other health and social service agencies. All sent the same message - that it is time for BC's legisla-

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SO YOU'VE BEEN 'DISMISSED'...



N. David McInnes



Katie Turriff

Fired, terminated, no longer needed, let go... however they spin it, losing your job is never an enjoyable experience. Depending on the reason for termination, employees may be entitled to reasonable notice or to be paid out for that time period in lieu of notice.

An employee can either be terminated for 'just cause', or 'without just cause'. Just cause means serious workplace misconduct. Some examples include theft, fraud, conflict of interest, wilful misconduct, gross incompetence and serious breach of employee rules and policies. Just cause does not include lack of work, sale of the business, not being a 'team player' or minor infractions of employer rules. If you are terminated for just cause, you are only entitled to your salary and vacation pay up to the date of your termination.

If you are terminated without just cause, the B.C. *Employment Standards Act* (the

"ESA") provides minimum notice periods that employers must follow when terminating an employee. The length of notice increases with the length of time the person has been employed. For example, after 3 consecutive months of employment, a person is entitled to a 1 week notice period, or pay in lieu. After 12 consecutive months of employment, a person is entitled to 2 weeks notice, or pay in lieu. After 3 consecutive years of employment, the period increases again, this time to 3 weeks notice, or pay in lieu. Thereafter, the notice period increases by an additional week per year of employment, up to a maximum of 8 weeks notice, or pay in lieu. Your employer must pay you this termination pay within 48 hours of your termination. Further, you are entitled to this termination pay even if you are able to find a job the very next day.

It is important to understand that the notice periods provided for in the ESA are only minimum standards. Courts have found that employees are also entitled to common law reasonable notice or severance pay in lieu. This reasonable notice or severance pay can range up to 24 months, depending on a number of factors including age, length of service, duties, and anticipated difficulty in finding a similar job.

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BCDHA is pleased to announce the following directors have been re-elected by acclamation to these regional positions on the Board of Directors:

Margaret Shemilt (Victoria & Region)
Wendy Kelly (Interior)
Rae McFarlane (Kootenay)

The Board of Directors will begin the 2010-2011 term at the BCDHA Annual General Meeting on April 2, 2011.

New Quality Assurance Program for Dental Hygienists

As you may be aware, BC dental hygienists will soon be required to participate in a new Quality Assurance Program (QAP) which will be implemented by the College of Dental Hygienists of BC.

BCDHA, as your professional association, will be reviewing the proposed program, and will be providing our feedback to the College of Dental Hygienists of BC.

Stay tuned for further information and updates. Your input will be critical!



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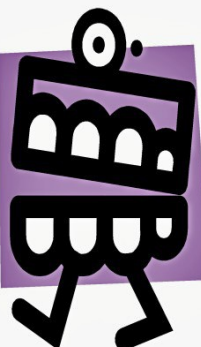
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SEND US YOUR THOUGHTS

Story ideas and letters are welcome. Submissions should not exceed 500 words and be on topics of interest to your colleagues or provide food for thought. Submissions are published subject to Editorial Board approval and space.

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tion to be brought up to date and that the proposed changes fall short of addressing the current needs in this province.

The letters that carried the greatest impact came from members of the public. Some shared personal stories, some were residents of residential care facilities, some spoke on behalf of a friend or relative with chronic or disabling conditions, while others demanded the right to make their own decisions about their oral health care. Once again, their letters sent a clear message. The public wants different legislation than what is proposed.

Thousands of letters have been sent to the offices of the College of Dental Hygienists of BC and the Ministry of Health Services. It is now time for the CDHBC and the Ministry to fulfill their obligations to the public by reconsidering the

proposed legislation, and replacing it with revisions that are evidence-based, and that reflect the needs of British Columbians.

The Ministry of Health Services must also allow the College of Dental Hygienists of BC to carry out their mandate of regulating the dental hygiene profession in the best interest of the public. The Ministry must not limit the College's effectiveness by tying them to negotiations with the College of Dental Surgeons. The CDHBC should be free to consult with pertinent stakeholders, and then develop revised legislation that is evidence-based and defensible. The College of Dental Surgeons will always have an opportunity to provide input through the public consultation period, but they should not be a major player in the development of the legislation.

Politically, it is an interesting time in BC. At the time of writ-

ing this article, it appears unlikely that any major changes will be approved by government in the near future, due to the pending changes in the leadership of the BC Liberal party. Hopefully, this extra time will enable the Ministry to Health Services and the College of Dental Hygienists of BC to reconsider the proposed legislation.

The BCDHA Board of Directors hopes to meet with the CDHBC Board soon to further discuss the road ahead. I expect that the College of Dental Hygienists will take some time to digest the feedback they received through the public consultation process. Watch your email for updates, and to learn more about where we go from here.

I want to close with a personal note of thanks to the many, many members who called, wrote, emailed, faxed, couriered and even hand-delivered

their letters and messages of support. I was impressed with the level of professionalism demonstrated by my colleagues, but I was blown away by the passion and dedication that came through so clearly in your efforts. Thank you for speaking out. Our collective voices have sent a strong and united message.

Please acknowledge the CDA's in your office for their contribution to the dental team



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