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**Schedule B**

# **Standards of Practice**

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## **STANDARDS OF PRACTICE**

### **Introduction**

All Registered Dietitians have a professional commitment to the health and well-being of their clients. The *Standards of Practice* of the College of Dietitians of British Columbia (CDBC; the College) outline the minimum practice requirements expected of Registered Dietitians in their daily dietetic activities, across practice areas and settings.

Standards of Practice are an integral part of the legal and ethical framework for dietetic practice in BC. The seven standards and their indicators in the Standards of Practice form Schedule B of the CDBC bylaws. Registrants may find information about other aspects of professional practice, such as reserved acts, scope of practice, continuing competence and the inquiry process, in the *Health Professions Act*, Dietitians Regulation and CDBC bylaws.

The College's mandate under the *Health Professions Act* is public protection. The College helps and directs registrants to provide quality dietetic services through a number of initiatives. The Standards of Practice along with the Code of Ethics are the foundation for the College's quality assurance initiatives which include the Continuing Competence Program, practice and interpretive guidelines to clarify aspects of practice and points of legislation and a complaint management process.

Interpretation and application of the Standards of Practice requires individual judgment and common sense. If you want more information you may refer to a list of resources at the end of this document.

### **Purpose**

The Standards of Practice encompass essential competencies for all areas of dietetic practice – clinical, community, food service administration, organizational management, education, business and research – and is intended for use by:

- dietetic students and educators, as a resource for discussion and evaluation,
- new Temporary Registrants, to identify standards for practice expected of registered dietitians,
- Full Registered Dietitians, as a basis for self-assessment and professional development planning under the Continuing Competence Program,
- other health professionals and members of the public, to identify the standards of practice expected of Registered Dietitians,
- managers and human resources specialists to improve hiring and retaining of Registered Dietitians,
- the CDBC, to uphold responsibilities associated with being a self-regulated profession, and
- the CDBC, to provide a means of measuring safe and competent practice.

### **Background**

The CDBC Standards of Practice were developed through registrant, Board, and Quality Assurance Committee adaptation of the *Essential Competencies for Dietetic Practice* produced by the Alliance of Canadian Dietetic Regulatory Bodies in 2006. Registered Dietitians working with public representatives on the Quality Assurance Committee during the fall of 2006 and spring of 2007 helped define and clarify the standards and the indicators which were further defined by practicing Registered Dietitians during a facilitated workshop offered as part of the November 2007 Annual General Meeting. The CDBC Board approved Interim Standards of Practice in January 2007 which were

incorporated into the Continuing Competence Program. In February 2008 the Quality Assurance Committee and Board approved the Standards as “final”. Revisions were approved by the CDBC Board on May 15, 2009. They will be submitted to the provincial government as an amendment to Schedule B of the CDBC bylaws.

### ***Elements***

There are two elements to the Standards of Practice:

The seven **standards** describe the essential competencies required for minimal level of safe and competent dietetic practice. The standards are based on the values, priorities and practice of Registered Dietitians. They provide guidance for all practice activities and are applicable to all dietitians regardless of practice area or setting in BC. As such, the standards also provide a reference guide for registration, continuing competence and the determination of professional misconduct or incompetence.

The **indicators** listed under each standard define and describe practice behaviour that exemplifies the competencies embedded in each standard. They provide Registered Dietitians with specific descriptors of skills, knowledge or attitudes necessary to the practice of a standard.

### ***Summary of the Standards of Practice***

The standards and indicators are presented by topic and not in order of importance.

- Standard 1\*** A Registered Dietitian assumes accountability and responsibility in the provision of competent, safe, ethical and professional practice..
- Standard 2\*** A Registered Dietitian communicates and interacts clearly and effectively with individuals and groups.
- Standard 3\*** A Registered Dietitian applies current research and best practice findings when delivering services.
- Standard 4** A Registered Dietitian provides effective direct client care services to achieve appropriate goals.
- Standard 5** A Registered Dietitian provides effective food and nutrition initiatives to meet the community and population health needs of individuals and communities.
- Standard 6** A Registered Dietitian manages foodservice systems in an effective and efficient manner.
- Standard 7** A Registered Dietitian applies effective and appropriate organizational management systems and principles.

\* Standards 1, 2 and 3 are applicable to all dietitians. Standards 4 to 7 are applicable to dietitians practicing in specific scope of practice areas.

(Note: new graduates need to be competent with all Standards and Indicators)

## ***Standards of Practice and Indicators***

### **Standard 1: A Registered Dietitian assumes accountability and responsibility in the provision of competent, safe, ethical and professional practice.**

#### Indicators:

1. Practices in accordance with provincial legislation. (*Health Professions Act*, Dietitians Regulation and CDBC bylaws)
2. Practices in compliance with professional standards, practice guidelines and codes, including but not limited to: CDBC Code of Ethics, Standards of Practice, Practice and Interpretive Guidelines, Continuing Competence Program.
3. Provides services within their scope of practice and personal competence, including but not limited to, Restricted Activity registration, insertion of feeding tubes, dysphagia assessments.
4. Obtains informed consent when required.
5. Records client and other information in a clear, concise and timely manner.
6. Manages information appropriately in accordance with legislation, including but not limited to: *Freedom of Information and Protection of Privacy Act*, *Personal Information Protection Act*, other health information acts.
7. Integrates principles of sound financial management into practice as appropriate.
8. Incorporates appropriate continuous quality improvement programs into practice, including but not limited to: audits, surveys, variance analysis.
9. Incorporates relevant risk management strategies into practice, including but not limited to: disaster, pandemic, contingency, strike/lock out, threat, supply/service disruptions.

### **Standard 2: A Registered Dietitian communicates and interacts clearly and effectively with individuals and groups.**

#### Indicators:

1. Adapts verbal and written communication styles to meet the needs and level of understanding of others.
2. Uses appropriate information gathering skills to compile accurate, comprehensive and relevant information, including but not limited to: interviews, meetings, focus groups, surveys.
3. Provides education to meet the learning needs of clients, groups and others, including but not limited to: clients, care givers, students, dietetic interns, other professionals, employees.
4. Facilitates teamwork, including but not limited to: clients, care givers, agencies, employees, colleagues, other professionals.
5. Uses effective counseling and listening skills.

**Standard 3: A Registered Dietitian applies current research and best practice findings when delivering services.**

Indicators:

1. Demonstrates competence in all areas of current practice.
2. Acquires and applies new knowledge, skills and abilities to all areas of practice.
3. Acts as a credible and reliable source of current food and nutrition information.
4. Applies critical thinking skills in problem solving and decision making.
5. Manages change in professional practice.

**Standard 4: A Registered Dietitian provides effective direct client care services to achieve appropriate goals.**

Indicators:

1. Uses a client centered approach.
2. Collaborates with others, including subject matter experts, to contribute to client care.
3. Draws relevant conclusions from nutrition assessment data.
4. Identifies nutrition goals and develops nutrition care plans to achieve planned outcomes.
5. Coordinates implementation of nutrition care plans.
6. Assesses client progress in achieving planned outcomes.
7. Evaluates effectiveness of nutrition care plans in achieving planned outcomes.
8. Refers clients to other professionals and/or agencies as needed.

**Standard 5: A Registered Dietitian provides effective food and nutrition initiatives to meet the community and population health needs of individuals and communities.**

Indicators:

1. Provides nutritional health promotion and disease prevention information, including but not limited to: food, food security, policy development information.
2. Consults with and provides nutrition information to appropriate individuals and groups, including but not limited to: individuals, groups, schools, agencies, outreach workers, other professionals.
3. Conducts needs assessments and utilizes the data to aid in the planning, development, implementation and evaluation of food and nutrition programs and policy development.

**Standard 6: A Registered Dietitian manages foodservice systems in an effective and efficient manner.**

Indicators:

1. Manages the planning, production and distribution/service of food.
2. Maintains currency in all areas of food services, including but not limited to: consumer needs, menu planning, aesthetic characteristics of foods, available equipment, staff skill level, budget restrictions.
3. Manages the materials management system in an effective, efficient and ethical manner.
4. Coordinates workflow within constraints of the facility.
5. Complies with legislation and regulations relating to workplace safety and sanitation.

**Standard 7: A Registered Dietitian applies effective and appropriate organizational management systems and principles.**

Indicators:

1. Manages effectively and appropriately directs the work of others.
2. Develops, implements and evaluates organizational policies and procedures.
3. Complies with and ensures compliance with appropriate federal, provincial and municipal government regulations.
4. Manages human resources in a fair, ethical and effective manner, including but not limited to: staffing requirements, job descriptions, recruiting, hiring, retention strategies, scheduling, allocating work load, progressive discipline, performance evaluations.
5. Manages services and material resources in an effective, efficient and responsible manner.
6. Develops and implements risk management evaluation/continuous quality improvement programs.

## **Resources**

Alliance of Canadian Dietetic Regulatory Authorities: *Essential Competencies for Dietetic Practice*. 2006.

College of Dietitians of Alberta: *Standards of Practice and Essential Competencies for Dietetic Practice*. URL = [www.collegeofdietitians.ab.ca/pdf/public/app/codes.aspx](http://www.collegeofdietitians.ab.ca/pdf/public/app/codes.aspx); accessed 09/06/2007.

College of Registered Nurses of British Columbia: *Professional Standards*. Vancouver: December 2005.

College of Occupational Therapists of Ontario: *Essential Competencies of Practice for Occupational Therapists in Canada*. Toronto: June 2003.

College of Pharmacists of British Columbia: *Framework of Professional Practice*. Vancouver: March 2006.

College of Physiotherapists of Ontario: *Standards of Practice for Physiotherapists*. Toronto: September 2005.

Saskatchewan Dietitians Association: *Standards of Practice*. URL = [www.saskdietitians.org/standards\\_of\\_practice.php](http://www.saskdietitians.org/standards_of_practice.php); accessed 10/01/2007.