

2023 Registration Review Report

College of Dietitians of Manitoba



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Introduction

The Fair Registration Practices Office (FRPO) issues this registration review report for the College of Dietitians of Manitoba (CDM) under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3. The purpose of this review is to determine compliance with the legislation and to identify areas that may need improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the director.

Manitoba's fairness legislation was amended in December 2021. This review is largely restricted to the consideration of compliance regarding three new duties in the Fair Registration Practices Code: a duty that assessment criteria be necessary, a duty to abide domestic trade agreements and a duty to notify FRPO regarding changes in assessment and registration practice. Outstanding issues raised in previous registration review reports may also be raised or result in further recommendation for action.

This registration review results in an FRPO statement of compliance for the regulator. Reviews that result in recommendations to change practice or policy contain an action plan response from the regulator, current as of the time of the review.

To provide context, a brief description of CDM's state of progress under fairness legislation to date precedes the compliance analysis. The report also includes appendices containing a flowchart of the registration process for internationally educated applicants, as well as registration data. Data is the latest information available at the time of review completion.

State of Progress

The College of Dietitians of Manitoba (CDM) is committed to the fair assessment and registration of internationally educated dietitians. Since the introduction of Manitoba's fairness legislation in 2009, CDM has worked co-operatively with FRPO and taken measures to support the registration of internationally educated applicants (IEAs).

In the profession of dietetics, the level of training and scope of practice in Canada differs from many areas of the world. Many jurisdictions do not provide the degree and level of specialised training required in Canada. Often, IEAs applying to CDM possess nutritionist level qualifications and require remedial training and practicums.

Practicum assessments conducted by the Manitoba Partnership Program ceased operations in June 2023. CDM is engaging the University of Manitoba to see whether this remedial assessment opportunity will be available for IEAs moving forward.

Measures taken by CDM to support the fair assessment and registration of internationally educated applicants include:

- providing a helpful self-assessment tool
- improving application and online registration material; current information is well-organised, step-by-step with helpful links and resources
- implementing an alternative documentation policy
- offering strong personal support and advice to applicants, including support securing and completing practicums

Fair Practice Analysis

I. Assessment criteria must be necessary – act, 8(4)

The criteria used in an assessment of qualifications must be necessary to assess competence in the practice of the profession.

With regard to substantive assessment criteria in a profession, for instance, the type and level of academic training required or the level of scrutiny brought to assess qualifications, FRPO recognises the authority of self-regulated professions setting these standards and will only question these requirements in the circumstance they are patently unreasonable. FRPO's evaluation focuses on the ways in which criteria and requirements may be unnecessary, unduly burdensome, or potentially result in forms of systemic discrimination, particularly as they may affect internationally educated applicants (IEAs).

CDM's compliance to necessary assessment criteria

At this time, FRPO does not have concerns with the reasonableness and necessity of CDM's assessment criteria and requirements for registration. CDM is compliant with this duty. Principle qualifications required for registration as a dietitian include a baccalaureate degree from an accredited program in human nutritional sciences, completion of an accredited dietetic internship program and passing the Canadian Dietetic Registration Examination.

II. Duty to comply with domestic trade agreements – act, 4(1)

A regulated profession must ensure that its registration practices comply with the obligations of a domestic trade agreement.

The Manitoba government has labour mobility obligations that extend to regulated occupations, under both Chapter 7: Labour Mobility of the Canadian Free Trade Agreement (CFTA) and Article 13: Labour Mobility of the New West Partnership Trade Agreement (NWPTA). In Manitoba, regulated professions are required to comply with labour mobility obligations under The Fair Registration Practices in Regulated Professions Act, section 4(1), The Labour Mobility Act, section 3(1) and for health professions, under The Regulated Health Professions Act, section 32(3).

In the regulated occupations, the purpose of these obligations is to provide labour mobility through license-to-license recognition. This needs to occur without any material requirements for training, experience, examinations or assessments — CFTA, Article 705, paragraph 1, NWPTA, Article 13, paragraphs 1 and 2.

CDM's compliance to abide labour mobility obligations

CDM's labour mobility policies are compliant under this duty. FRPO identifies no concerns. CDM's requirements for individuals registered and in good standing in other provincial jurisdictions applying for registration in Manitoba comply with the provisions set out in the Canadian Free Trade Agreement and the New West Partnership Agreement.

III. **Notice of changes in registration practices – act, 5(2)**

A regulated profession that proposes to change its registration practices, as described in the information provided under clause (1)(a), must notify the director of the proposed change, at the time and in the manner and form required by the director.

CDM's compliance to the duty to notify

In preparation for this registration review, FRPO requested updates regarding changes to assessment and registration practice. CDM updated FRPO regarding several policies. CDM is compliant with the duty to notify.

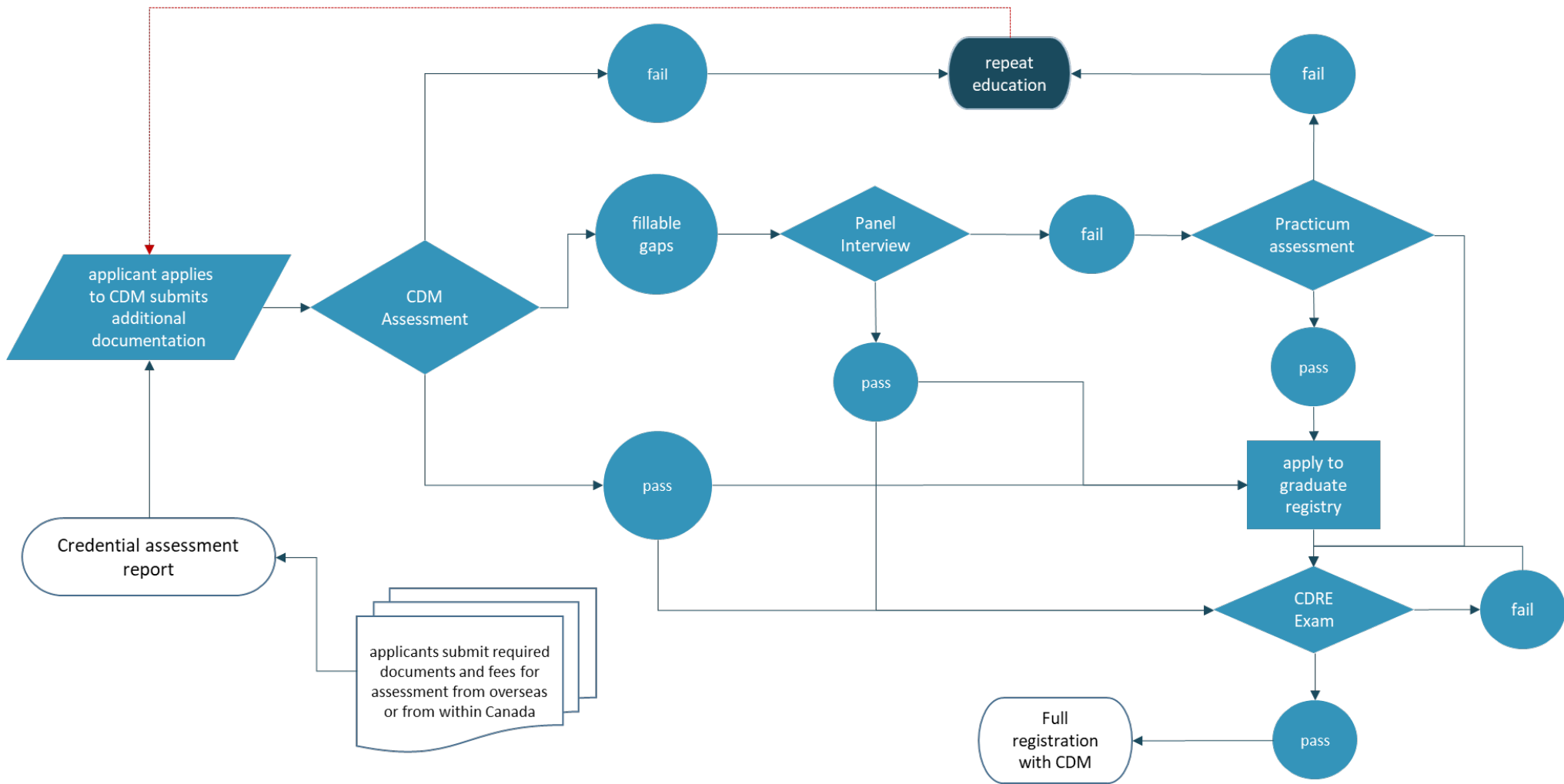
Compliance

The Fair Registration Practices Office's (FRPO) 2023 registration review of the College of Dietitians of Manitoba (CDM) examines their compliance to three duties in the Fair Registration Practices Code of Manitoba's fairness legislation; assessment criteria are necessary, labour mobility obligations are respected and FRPO is notified regarding changes in assessment and registration practice.

At this time, FRPO finds the CDM to be compliant to each of the duties under review and has no outstanding issues. No recommendations are issued.

FRPO commends CDM for its compliance and their work ensuring fair assessment and registration practice for internationally educated dietitians and mobility applicants.

Appendix 1 – Registration Process for Internationally Educated Applicants



College of
Dietitians
of Manitoba



559
Registered
Members
(As of December 2022)

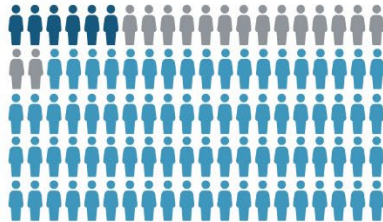
2011-2022 Internationally Educated Applicant Data



31

applications

Application Outcomes



registered - 6% | in process - 16% | file closed - 77%

Closed File Status



Top Countries of Education



applicants were educated in **16**
different countries



Median Time to Registration

1.2 years

2012-2022 Domestic Applicant Data



443

applications

192 (43%)

registrations