

# Supporting Councils/Boards for Health Professions

## CONSULTATION MEETING HOSTED BY THE MINISTRY OF HEALTH

Thursday, 22<sup>nd</sup> February 2018, 5:00-7:00pm Centre on Philanthropy

## Consultation Update for Health Professions' Regulation

#### CONSULTATION MEETING

On 22 February 2018, the Ministry of Health met with members of Bermuda's health professions' regulatory bodies to receive feedback on the following proposal:

To move regulatory support from the Office of the Chief Medical Officer (OCMO) and the Registry General (Psychologists) to the Bermuda Health Council (BHeC) for the following Councils and Boards:

- Bermuda Psychologists Council
- Bermuda Dental Board
- Council for Allied Health Professions
- Optometrist and Opticians Council
- Pharmacy Council

The proposal resulted from a November 2017 meeting, where Councils and Boards shared challenges and suggestions on how the Ministry can better support their regulatory work.

The Bermuda Medical Council and the Bermuda Nursing Council were excluded from the proposed transfer because they have administrative resources already established.

# INTERACTIONS is a good of the process of the proces

6 April 2018

#### QUESTIONNAIRE RESULTS

After the meeting a questionnaire was circulated to regulatory bodies to formally capture responses. Four out of the five Councils and Boards impacted by the change provided a response to the survey.

Generally, Councils and Boards are supportive of the transfer if it produces improvements to the current process and not just moving the status quo to another entity.

Of the responses received, **55.6**% voted in favour of the transfer and **44.4**% objected, however, these objections were based on the following concerns:

- Details about the transition and role of the BHeC are unclear.
- Transition may delay re-registration processes taking place later this year.
- The timeline for transition on 1 April is too aggressive.

#### Decision and Next Steps:

The Ministry will take a phased approach to the transfer based on the feedback. A transition plan and timelines will be developed to start with the Councils that are supportive which will give time to put the necessary expertise and resources in place without disrupting 2018 re-registrations. Here's what you can expect:

- BHeC will contact Councils and Boards to assess their needs and review their feedback.
- The OCMO and the BHeC will develop and implement a transition plan to share with Councils and Boards based on available resources and re-registration timelines.
- Council for Allied Health Professions and Pharmacy Council will not be in the first phase.

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Continental Building, 25 Church St. Hamilton, HM 12





GOVERNMENT OF BERMUDA

Ministry of Health



Government of Bermuda

Ministry of Health

#### Health Professionals Stakeholder Meeting Attendance and Invitation List Centre on Philanthropy 22 February 2018, 5:00pm – 7:00pm

#### **MEETING ATTENDEES**

- 1. Allington, Chris, Bermuda Dental Board
- 2. Attride-Stirling, Jennifer, Ministry of Health
- 3. Blades, Nicole, Board of Occupational Therapists
- 4. Botelho, Arnold, Board of Emergency Medical Technicians
- 5. Brathwaite, Ricky, Bermuda Health Council
- 6. Caines, Jill, Bermuda Nursing Council
- 7. Cann-Fubler, Britanni, Board of Speech & Language Pathologists
- 8. Coleman, Eshe, Ministry of Health
- 9. Dean, Joanne, Board of Addiction Counselors
- 10. Fay, James, Bermuda Dental Board
- 11. Grant, Tracy, Bermuda Psychologists Registration Council
- 12. Kast, Elisabeth, Bermuda Health Council
- 13. Monk, Michelle, Board of Physiotherapists
- 14. Peek-Ball, Cheryl, Office of the Chief Medical Officer
- 15. Rogers, David, Bermuda Health Council
- 16. Rogers, Morrisa, Board of Occupational Therapists
- 17. Ross, Fiona, Bermuda Medical Council
- 18. Shah, Kiran, Pharmacy Council
- 19. Simmons-Lanthier, Kauliss, Bermuda Psychologists Registration Council
- 20. Smith, Terricca, Board of Diagnostic Imaging Technologists
- 21. Tucker, Sarah, Dental Complaints Committee
- 22. Warren, Lynniece, Bermuda Health Council

#### **INVITATION LIST**

- 1. Allington, Chris, Bermuda Dental Board
- 2. Attride-Stirling, Jennifer, Ministry of Health
- 3. Banarsee, Ronah, Management Consulting Section
- 4. Beckles, Akilah, Bermuda Psychologists Registration Council
- 5. Blades, Nicole, Board of Occupational Therapists
- 6. Botelho, Arnold, Board of Emergency Medical Technicians
- 7. Brathwaite, Ricky, Bermuda Health Council
- 8. Burgess, Jamie, Optometrists and Opticians Council
- 9. Caines, Jill, Bermuda Nursing Council
- 10. Cann-Fubler, Britanni, Board of Speech & Language Pathologists
- 11. Coleman, Eshe, Ministry of Health
- 12. Dean, Joanne, Board of Addiction Counselors
- 13. DeSilva, Janel, Pharmacy Council
- 14. Grant, Tracy, Bermuda Psychologists Registration Council
- 15. Haworth, Jennifer, Nursing Profession Complaints Committee
- 16. Hollis, Cymone, Board of Dieticians
- 17. Kast, Elisabeth, Bermuda Health Council
- 18. Knight, Jordan, Bermuda Nursing Council
- 19. Monk, Michelle, Board of Physiotherapists
- 20. Mullings George, Janice, Bermuda Nursing Council
- 21. Pachai, Jai, Medical Practitioners Professional Conduct Committee
- 22. Peek-Ball, Cheryl, Office of the Chief Medical Officer
- 23. Richards, Natasha, Board of Chiropodists/Podiatrists
- 24. Rogers, David, Bermuda Health Council
- 25. Rogers, Morrisa, Board of Occupational Therapists
- 26. Ross, Fiona, Bermuda Medical Council
- 27. Shah, Kiran, Pharmacy Council
- 28. Simmons-Lanthier, Kauliss, Bermuda Psychologists Registration Council
- 29. Simons, Char-Lee, Office of the Chief Medical Officer
- 30. Simons, Stephanie, Pharmacy Council
- 31. Smith, Charmaine, Council for Allied Health Professions
- 32. Smith, Shawnette, Council for Allied Health Professions
- 33. Smith, Terricca, Board of Diagnostic Imaging Technologists
- 34. Snelling, Juliana, Bermuda Medical Council
- 35. Thompson, Cratonia, Bermuda Dental Board
- 36. Tucker, Sarah, Dental Complaints Committee
- 37. Warren, Lynniece, Bermuda Health Council



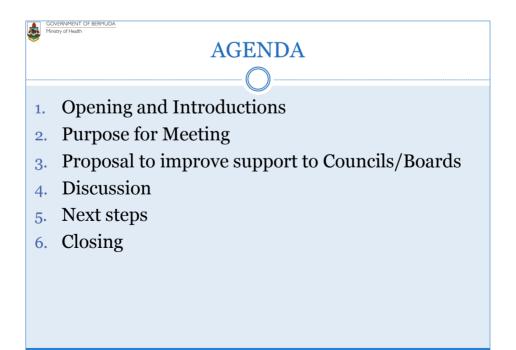
## **Consultation Meeting with Health Professionals**

To be held on Thursday, 22<sup>nd</sup> February, 2018 5:00-7:00pm; Centre on Philanthropy

## AGENDA

- 1. Opening and Introductions
- 2. Purpose for Meeting
- 3. Proposal
- 4. Discussion
- 5. Next Steps
- 6. Closing





## INTRODUCTIONS

GOVERNMENT OF BERMUD Ministry of Health

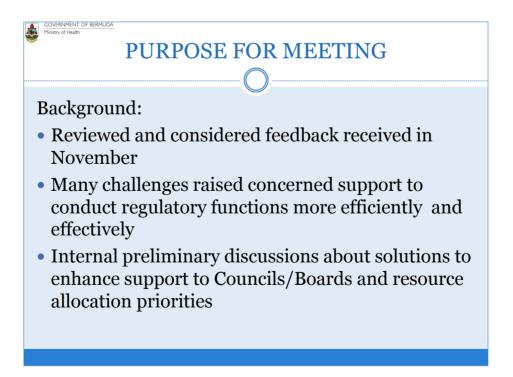
Permanent Secretary – Jennifer Attride-Stirling, PhD.

Chief Medical Officer – Dr. Cheryl Peek-Ball

Policy Analyst – Eshe Coleman

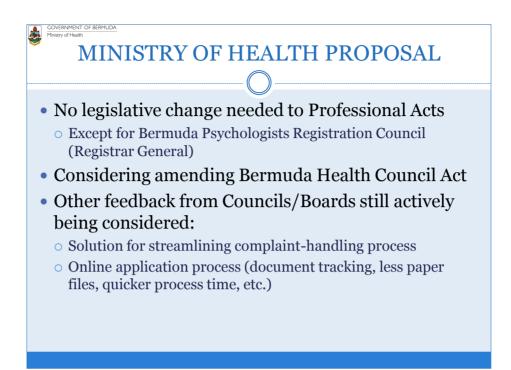
Bermuda Health Council – Ricky Brathwaite, PhD.;

Lynniece Warren; Elisabeth Kast

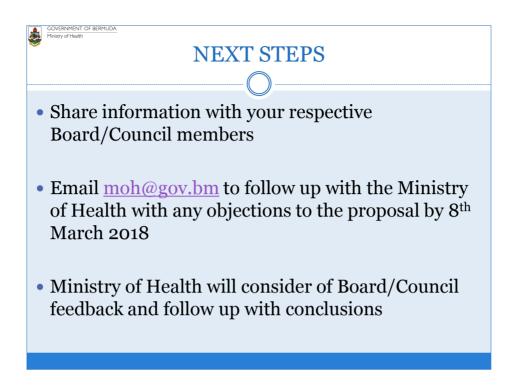


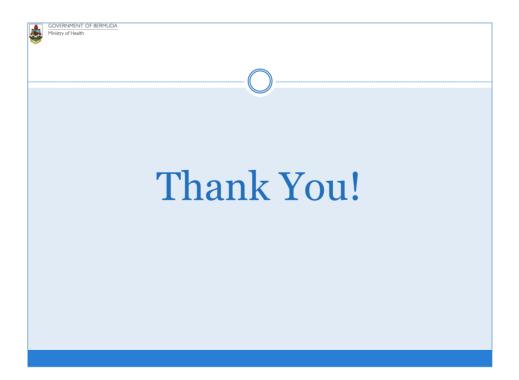














# Health Professionals Regulatory Bodies

# **STAKEHOLDER MEETING** HOSTED BY THE MINISTRY OF HEALTH

Wednesday, 29 November 2017 Centre on Philanthropy

## Consultation Summary: Health Professionals' Regulation

#### 20 December 2017

#### Stakeholder Meeting

On the 29<sup>th</sup> November 2017 the Ministry of Health met with Chairpersons and Legal Representatives of Bermuda's health professions' regulatory bodies to hear feedback on regulatory infrastructure and how the Ministry of Health can better support the work of Councils and Boards to improve health professionals' regulation.

#### CHALLENGES HIGHLIGHTED

#### **Complaint Process:**

- Limited complaint guidance beyond the legislation
- Legislation and practice need better alignment
- Title and practice protection need more robust legislative and enforcement powers

#### **Registration:**

- Registration guidelines need to be more comprehensive (e.g. unique qualifications, what ifs)
- Consequences for registration breaches need to be enforced more robustly and consistently (e.g. late submission of applications, using registered title prior to reregistering, etc.)

#### Administrative Support:

- Need meeting space to conduct regulatory functions
- Need better storage, retention and archiving of records
- More support to manage websites
- Concern with use of personal emails
- Backlog of applications to be processed
- **Orientation and Ministerial Appointments:**
- Communication around appointments needs to be strengthened
- Onboarding and training required for new members **Standards of Practice:**
- Standard of practice documents not readily available and/or updated for some professions

#### Continuing Education (CE) and Competency:

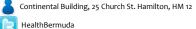
- Assessment of professional competence varies—entry exams, minimum supervision hours, practice hour requirements for reregistration and application audits
- CE guidelines vary for professions—general vs. specific **Legislation:**

• Still many unregulated professions and legislative needs **Other:** 

 Telemedicine is the future for some professions—how do we regulate?

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#### CHALLENGES continued...

- Gaps in the availability and use of Bermuda's healthcare workforce data
- Inequality of distribution of stipend payments



#### OPPORTUNITIES TO CONSIDER Complaint Process:

- Guidance and checklist for regulatory bodies on the complaint handling process to enable transparency and consistency
- Provide education about the complaint process Administrative Support:
- MOH can manage website pages for each profession and set up email addresses
- Consider opening registration earlier or staggering to address delays
- Online applications will ease the administrative load, allow for document tracking, and public review of the status of licensure/registration **Registration:**
- Create motivation for registration by working with insurers; e.g. no payment if not registered **Continuing Education and Competency:**
- Recommend that CEs be specific to profession and for regulatory bodies to explore CE offering

• Core competencies to be considered Legislation:

- Prioritize legislative needs and standardize Acts
- Streamline complaints handling infrastructure **Opportunity to partner with BHeC:**
- Assistance with developing / refining standards of practice
- Leverage the relationship as regulators of insurers to assist with registration compliance
- Consider providing assistance with administrative functions

P.O. Box HM 380, Hamilton HM BX

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- 2. Attride-Stirling, Jennifer, Ministry of Health
- 3. Banarsee, Ronah, Management Consulting Section
- 4. Bassett, Angria, Board of Addiction Counselors
- 5. Blades, Nicole, Board of Occupational Therapists
- 6. Botelho, Arnold, Board of Emergency Medical Technicians
- 7. Brangman, Walter, Board of Emergency Medical Technicians
- 8. Coleman, Eshe, Ministry of Health
- 9. Dean, Joanne, Board of Addiction Counselors
- 10. Gibbons Tankard, Mellisa, Bermuda Psychologists Registration Council
- 11. Haworth, Jennifer, Nursing Profession Complaints Committee
- 12. Hollis, Cymone, Board of Dieticians
- 13. Peek-Ball, Cheryl, Office of the Chief Medical Officer
- 14. Richards, Natasha, Board of Chiropodists/Podiatrists
- 15. Rogers, David, Bermuda Health Council
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- 17. Haworth, Jennifer, Nursing Profession Complaints Committee
- 18. Haycock-Tafar, Sarah, Dental Professions Complaints Committee
- 19. Hendrickson, Tammy, Board of Medical Laboratory Technologists
- 20. Hollis, Cymone, Board of Dieticians
- 21. Knight, Jordan, Bermuda Nursing Council
- 22. Pachai, Jai, Medical Practitioners Professional Conduct Committee
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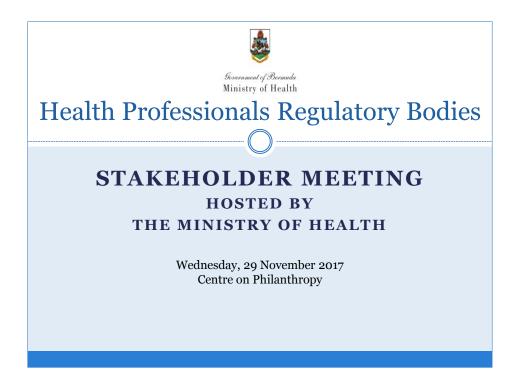


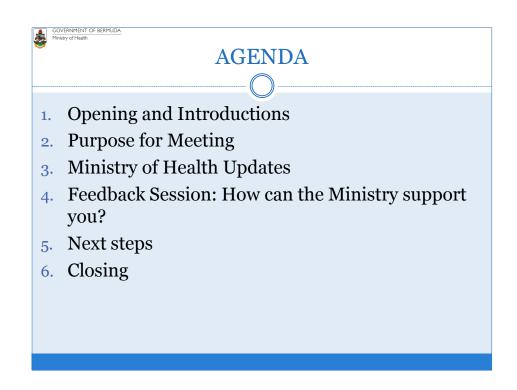
## Health Professionals Stakeholder Meeting

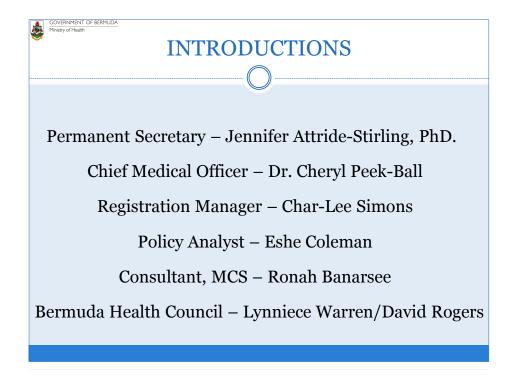
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- 2. Purpose for Meeting
- 3. Ministry of Health Updates
- 4. Feedback Session
- 5. Next steps
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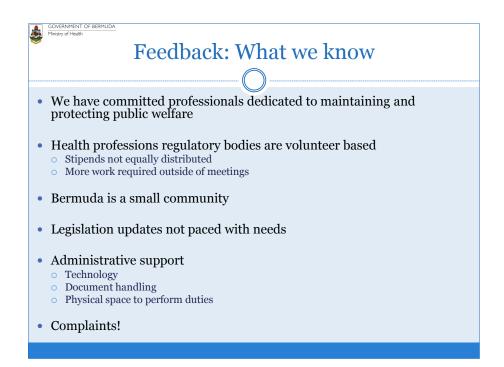


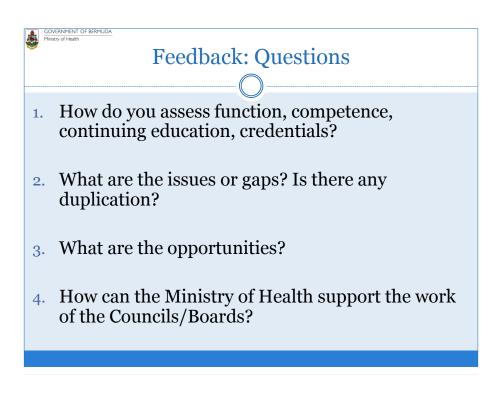






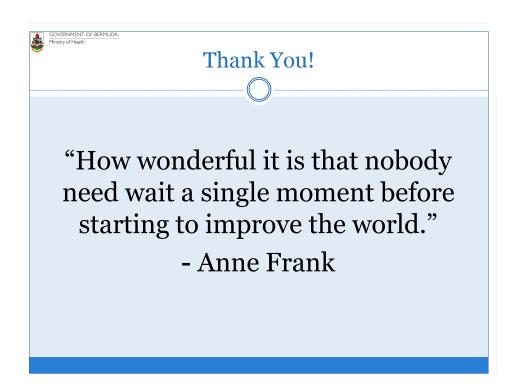














### Health Professions Regulatory Bodies Feedback Form

Please rate your Council/Board effectiveness in meeting the mandate for public protection through the health professions regulations

- Very good
- Good
- Acceptable
- Poor
- Very Poor

#### What prevents your Board /Council from operating optimally?

- □ Legislation & Policies
- Procedures
- People
- □ Administration
- Technology

- Time
- Quality of Ministry's support
- Timeliness of Ministry's support
- Other

Please explain: