

Toronto Says Goodbye



Raymond Ramdayal presents Jane with a token of CIPHI's appreciation at her retirement dinner, February 2010

Jane Urquhart Retires after 44 years in Public Health

Jane Urquhart, Healthy Environments Manager in Toronto Public Health has retired after almost 20 years in Toronto. She entered the Public Health Inspection Program at Ryerson Polytechnical Institute in 1974 after 10 years working in a clerical role in Halton. Jane graduated in 1976 and subsequently worked in Halton, Waterloo, North Bay and then saw the light and came to take care of Toronto. She worked in Communicable Disease Control and Healthy Environments providing leadership, sage counsel, experience and expertise. Jane was also very active in the Canadian Institute of Public Health Inspectors (CIPHI) which she served with distinction as a Branch Councillor, Branch President and National Vice-President.

Her commitment to the Institute was complete and she served as an excellent role model for Inspectors entering the field.

Jane was feted at a retirement party on February 10, 2010, an event filled with good memories, great humour and best wishes for her. Her frequent sparring partner George Matsumura was the master of ceremonies and I'm sure Jane will miss his constant advice and needling, then again, maybe not.

Jane Urquhart dedicated her 44 years in Public Health to improving the health of the public she served and it is a privilege for me to have known her for the past 36 years. We wish her good health and happiness.

*Ron de Burger
Toronto Public Health*



CIPHI (Ontario Branch) donated \$1000 to the Red Cross during EPHW for their Haiti Earthquake Relief Fund

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Attention: Sandy Stevens

Submissions Criteria

- All topics must be relevant to the Public Health Inspection Field
- Articles must be submitted in MS Word
- Articles submitted should be approximately 150 words (feature articles a maximum of 500 words)
- Feature articles will be determined by the editorial team

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The Passing of a Mentor



*Balagtas "Tani" Miranda
Passed away February 2, 2010*

Mr. Tani Miranda will be remembered as a leader and an icon within the Public Health community. As a practicing Professional Engineer with a Masters of Public Health degree, Tani had an impressive list of credentials, including work with the World Health Organization. His career began in the mid 1960's working for the old Water Resources Branch, in the Department of Public Health, (which later became the Ministry of Health). Tani rose up to become the Chief Public Health Engineer for Ontario.

He was respected and relied upon by both PHI's and MOH's from all corners of the province, known for giving down-to-earth answers to any problem that arose. His pet area was water, however, and many are the students he mentored over their summer practicums in the ways of drinking water, recreational water and sewage systems. Tani strongly believed in the benefits of good education, and to that end he taught after-hours courses at Ryerson, as well as sitting on CIPHI's Board of Certification for many years. He also willingly volunteered his time on numerous committees and projects, and encouraged his young hirelings to do the same – all for the betterment of the profession.

Tani Miranda was a gentleman who was practical, funny, polite, respectful, wise, reliable, non-partisan, a great teacher, and at the end of the day a *friend* to many who had the pleasure to work with him. In all my years I never heard anyone say anything bad about him.

He will be missed.

(The above is extracted from the eulogy given by Ralph Stanley at Tani Miranda's funeral, February 8, 2010)

Give for the Future



I am very pleased to announce that CIPHI (Ontario Branch) has entered into a fundraising project with Plan Canada.

Founded in 1937 as Foster Parents Plan, Plan Canada is one of the world's oldest and largest international development agencies, working in partnership with millions of people around the world to end global poverty. Not for profit, independent and inclusive of all faiths and cultures, Plan Canada has only one agenda: to improve the lives of children.

The Ontario Branch Executive has committed to raising \$10,000 to be used for the construction of a well for a school in Sierra Leone. This money will cover construction, installation of a hand-pump, a geo-physical survey, water quality testing and treatment, and the provision of a maintenance toolkit. This is an exciting opportunity for us, and certainly falls within our environmental health mandate to protect the health of people.

This project is part of a larger partnership in co-operation with Dubai Cares, a philanthropic organisation that will match our contribution dollars almost 3 to 1!

More details will be available shortly, and a dedicated webpage will be set up at www.plancanada.ca to donate to this worthwhile and important project.

Please help us provide clean drinking water and a safe educational environment for children in Sierra Leone. Every dollar we raise will be money well spent.

*Peter Heywood,
President,
CIPHI – Ontario Branch*

Talking about Competencies and Professional Development for Environmental Public Health



We had the chance to talk with Phi Phan, President-Elect and CPC Project Coordinator of the Canadian Institute of Public Health Inspectors (CIPHI), about CIPHI's Continuing Professional Competencies (CPC) Program. Here is what we found out ...

Phi Phan, CIPHI
(National) President-Elect

Phi, what is the CPC Program all about?

Phi: Personally and professionally, I'm excited to see that we have kicked off CIPHI's CPC Program on January 1, 2010! The program was developed to ensure that Environmental Public Health Professionals (EHPs), such as Environmental Health Officers, Public Health Inspectors, and CPHI(C) holders working in industry, are equipped with the skills, knowledge, and abilities essential in their role of protecting the health of Canadians.

Why did CIPHI decide to develop such a program?

Phi: With the establishment of the Public Health Agency of Canada (PHAC), CIPHI was able to tap into a pan-Canadian movement to improve Canada's public health system following the SARS outbreak and other contemporaneous public health events. Under PHAC's leadership, competency development in professional public health associations was identified as a key strategy. CIPHI, thus, initiated the launch of the CPC initiative with the goal to develop a framework that is relevant to Environmental Public Health (EPH) within this larger

Since 2004, PHAC has provided financial support and leadership to assist with competency development activities in eight public health disciplines. Beyond EPH, support has also been given to community health nurses, dental health professionals, epidemiologists, medical officers of health, and others.

Who has been involved in developing the program?

Phi: There are way too many people to list! The final CPC Program is the result of a concerted effort of a large cadre of like-minded individuals, who felt that the status quo is not adequate if environmental public practice is to evolve to meet the needs of the future. Many participants have been volunteers and have all committed their talents and time freely and without hesitation. It's a romantic notion for sure, but just like I say in all of my CPC Program presentations, the CPC Program has truly been "by the profession for the profession."

How will the program benefit participants and employers?

Phi: The program allows professionals to self assess and improve their competency by directing and diversifying their Professional Development (PD) activities. In this way, the program can guide professionals' career development and improve the recognition and credibility of our profession. Employers will also benefit from the program in several ways. It will help employers identify staff development and training needs, provide a rationale for securing funds to support workforce development and staffing, and assist with staff engagement.

Who should participate and is the program mandatory?

Phi: As of right now, participation in the CPC Program is only mandatory for Regular CIPHI members. CIPHI's long term goal is that all CPHI(C) holders must be members in order to maintain their credential.

If membership is not mandatory, why should someone maintain their membership in CIPHI if there is no requirement to participate in the CPC Program? Someone who does not participate in the program and is not a member still keeps their CPHI(C) credential, right?

Phi: For right now, that is correct. CIPHI is currently not in a position to impose mandatory membership upon all holders of the CPHI(C). Having said that, mandatory membership is a long-term goal of CIPHI and we need the support of members to reach that goal. The reason is that we are attempting to overlay a system that requires demonstration of continued professional development over a group that up until now hasn't had such a system. By participating, we are showing that we (me and every other Regular member of CIPHI) are taking an interest in our profession and its evolution. With that support, CIPHI can further provide evidence to employers to gather their support and buy-in of the CPC Program. Employer support is imperative - only then can we start imposing a measure of mandatory participation in the CPC Program and by extension, do we have a stronger position to start enforcing mandatory membership. This is a long-term project and we need those who already have taken an interest in the profession by maintaining their membership in CIPHI over the years to continue to support this initiative.

Can you tell me what the CPC Program involves step-by-step?

Phi: Sure, it's simple! CIPHI has developed a set of discipline specific competency statements. Starting in 2010, CPHI(C) holders will use the competencies to conduct a self assessment which can be used to guide PD activities. You can break the process down into five steps:

1. Use the defined competencies to conduct a self assessment
2. Use the summary of ratings from the self assessment to identify learning objectives
3. Review the PD Model requirements
4. Put the learning objectives into action and collect professional development hours (PDHs)
5. Submit PDHs to CIPHI

Ok I understand, but what are the PD requirements exactly?

Phi: Good question. As part of the CPC Program, CPHI(C) holders will collect 80 PDHs per year, 50 of which will be obtained from Professional Practice or "on-the-job" hours. Even if you work part-time, chances are you'll be able to get the total allotment of practice hours. The remaining 30 PDHs will come from a combination of activities such as courses, seminars, conferences, mentoring, and presentations.

How will professionals keep track of and reflect on their practice and professional development?

Phi: CIPHI has developed two excellent tools to support participation in the CPC Program. First, a Self Assessment Tool has been created to guide professionals in reflecting on their practice and in evaluating themselves against the discipline specific competencies. Second, there is a Detailed Activity Record which allows professionals to track and record PD activities. These two tools are now available to download in MS Word format on the CIPHI website. Online, web-based versions of both tools will be available on the website by mid-year 2010 (barring any future pandemics of novel and/or re-emerging diseases, of course).

Should professionals be worried about the PD requirements?

Phi: No, not at all. The PD requirements may seem high, but consider that there are exemptions for leaves of absence, retirement, and when resuming active practice. There will also be a depot of available continuing education courses made available.

How will CIPHI monitor participants in the program to ensure they are meeting the requirements?

Phi: A new entity of CIPHI has been established, called the Council of Professional Experience, which will administer the CPC Program. The Council will conduct all audits with the mindset that the audit process is not to be punitive, but instead be collaborative with the members to assist them in achieving professional development goals. Audits will occur on an annual basis for 5% of the Regular membership, which will be entirely random so, with my luck I'll probably be randomly selected for this first round of audits. Anyways, auditees will be asked to submit documentation to verify their PD activities, such as course receipts or certificates of attendance/participation.

What happens if a participant doesn't meet the PD requirements?

Phi: In cases of non-compliance, the Council will work with the member to plan out a remedial plan and to help them meet the targets. Once again, this isn't about punishing participants who do not reach the PDH target, but rather assisting them so they do reach the goal.

Where can we find more information about the program?

Phi: CIPHI sent hard copies of the official CPC Program Reference Guide Release 1.1 to all our members during Environmental Public Health Week 2010. Electronic copies are also available on CIPHI's website (www.ciphi.ca) for download. An email address (cpcprogram@ciphi.ca) has been set up for all CPC related inquiries, including approval of educational opportunities for equivalent PDHs.

Will the documents and forms be available in French?



Phi: As a national organization we are cognizant of the need to ensure that all of our documentation is also available in French. The French version of the Reference Guide is available on the CIPHI website and hard copies have been sent to all of our francophone colleagues as well. A redesigned (and bilingual) website has also been developed.

Thanks for your time Phi. This is a wonderful time for CIPHI and the profession as a whole. We wish you an exciting year of professional development and competency building!

(Interview courtesy of CIPHI National Executive Council)

Editor's Message

It has been another incredibly busy season for all of us on your Ontario Branch CIPHI Executive. Our new website was launched in December (have you taken a look yet?) and is growing rapidly. If you have anything you would like to add to the site – or there is a particular resource you would like to see – please let me know.

Speaking of resources – have you also checked out our newly revised PSS Fact Sheets? There were many inquiries when the old ones were taken down for revision, so I am happy to say the new ones are up, and look fantastic! Thanks to the Communicable Disease Committee who worked long and hard at putting these together for all of us to use.

The CPC program was launched in January, and Peter and Ken have been busy travelling the province presenting their “dog & pony show” to various health units. Take the time to read Phi Phan’s interview in this issue of the OBN as I’m sure it will answer many of your questions.

For me, the most exciting project we are undertaking is our new partnership with Plan Canada. With your help we will raise \$10,000 to provide clean water for a school in Sierra Leone, a small part of a larger project to build and equip six schools, provide latrines, hand-washing facilities and all the necessary supplies to provide needy children the safe school environment they deserve. Please watch for more announcements and ways you can support this worthwhile endeavour.

Sandy Stevens
Editor, Ontario Branch News

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