



Special Meeting of Council

Date: April 1, 2022 9:00 AM to 1:00 PM

Please contact the College for meeting information, the recording of the public portion will be posted to our website.

Council Members:

Robert Shawyer, Public, President,
Chair
Michael Sanders, RDT, Vice President
Allison Malloy, Public
Asif Khan, Public
David Savioli, RDT
Franz Yagin, RDT
James Matera, RDT

Jill Langford, RDT

Poonam Singh, Public
Rehan Siddiqui, Public

Regrets:

Clark Wilson, RDT
Melanie Liassides, RDT
Maged Asaad, Public

Staff:

Judy Rigby, Registrar & CEO
Paola Bona, Manager Registration
Safyia Mohammed, Minute taker

Guest:

Sam Goodwin

Agenda	Speaker	Action	Page #	Time Allotment
Special Meeting of Council called by the President on March 23, 2022 via email.				
1. Call to Order	Chair			1
2. Conflict of Interest	Chair			2
3. Approval of Agenda	Chair	Motion	1	1
4. Financial Management 4.1. Briefing Note: Initial Registration Fee Policy Change	Registrar	Motion	2	60
5. In-Camera Session - Pursuant to Section 7(2)(b) of the HPPC 5.1. CEO Compensation Policy	Sam Goodwin	Motion	E-mailed	115
6. Meeting Adjournment	Chair	Motion		1



College of Dental Technologists of Ontario
Ordre des Technologues Dentaires de l'Ontario

Council Report

Date Report Authored: March 30, 2022

SUBJECT: Initial Registration Fee Policy Change
INITIATED BY: Judith Rigby, Registrar & CEO

Recommendation(s):

Public:	<input checked="" type="checkbox"/>	Action:	Information	<input type="checkbox"/>
In-Camera:	<input type="checkbox"/>		Decision	<input checked="" type="checkbox"/>

PURPOSE:

CDTO’s current fee structure only allows for new registrants to be charged full-year registration fees, regardless of how many months they will actually be registered in the first year of practice. The purpose of this report is to propose a more flexible and fair fee policy that will eliminate this potential barrier to registration for new candidates.

As an interim measure, the following pro-rated fees are being proposed for 2021 - 2022:

- For new registrants between February 1 to March 31, 2022 \$884.
- For new registrants between April 1 to August 31, 2022 \$737.

Staff be asked to develop and bring to Council a new fee policy that addresses the issue on a more permanent basis and ensures that the fee structure is not an unnecessary barrier for eligible candidates to becoming registered.

PUBLIC INTEREST RATIONALE:

There are four dimensions to the public interest rationale for this policy change proposal.

1. Protect the health and safety of Ontarians related to dental technology by increasing access to licensed dental technologists.

2. Removing a potential barrier for eligible candidates to consider registering as health care professionals and successfully transition their demonstrated entry-to-practice competencies to employment in a timely manner. This means that all Ontarians will have access to the quality of care they expect and deserve, regardless of location.
3. Demonstrate fair, equitable and reasonable practices for new registrants.
4. Contribute to College financial sustainability by making registration a more attractive option for new candidates at a time when overall College registrations are in decline.

RISKS ADDRESSED:

The College Performance Measurement Framework (CPMF) states that risk management is essential to effective governance oversight since internal and external risks may impact the ability of Council to fulfill its mandate. Risk management planning activities should be tied to strategic objectives of Council. It further defines internal and external risks as:

- Internal risks are related to operations of the College and may impact its ability to meet its strategic objectives.
- External risks are economic, political and/or natural factors that happen outside of the organization.

The proposed initial registration fee policy change is a mitigation strategy to address internal and external risks.

1. Requiring eligible candidates to pay a full year fee for a partial year of registration may be barrier to registration at a time when the number of RDTs in the province is declining.

In the last 5 years we have experienced a cumulative net negative 4.8% registration growth due to retirement and COVID-19 restrictions preventing the administration of examinations or assessments. This registrant decline is contrary to achieving Council's strategic priority, to ensure Ontarians have access to RDTs.

In the last quarter of 2021 both CADTR and CDTO were able to administer in-person competency assessments resulting in 36 eligible candidates who can apply for the 2021 – 2022 registration year. If all eligible candidates register for the 2021 – 2022 year this would result in a 7.3% growth of practicing RDTs. In the months of February and March 2022, 16 candidates have registered. If no other candidates register in 2021 – 2022 the number of practicing RDTs will further decline by 0.6%. We expect that the remaining 20 candidates will delay registration until September 1, 2022 due to unaffordability (paying full year fee for less than full year potential income).

2. Financial sustainability

Removing unnecessary barriers to becoming registered increases the likelihood of registering more candidates in their first year of eligibility and increases the likelihood that registration will continue in future years. This in turn helps to strengthen CDTO's financial sustainability. The shift of credentialing and competency assessment from CDTO to CADTR (national) will continue to result in candidates being eligible for registration at several times of the year rather than the historical September 1st.

3. Staff resource constraints

The Colleges policy allows eligible candidates 15 months from the date of successfully completing the Jurisprudence & Ethics exam to apply for registration. Historically, candidates who do not register immediately after becoming eligible take the full 15 months or do not register. Unlike Colleges with a large registrant base CDTO expends a great deal of time to engage eligible candidates, time which is better spent on enhancing the registration program and applicant engagement.

FINANCIAL ANALYSIS:

The financial impact depends on the number of new registrants who would have otherwise decided not to register because they felt paying a full year fee for 5-6 months of registration was unfair. For example, the difference between 16 new registrants and 36 new registrants (the maximum number possible this year) is more than \$14,500 to CDTO's bottom line.

RECOMMENDATION(S):

1. Provide the following pro-rated fees:
 - For new registrants between February 1 to March 31, 2022: \$884.
 - For new registrants between April 1 to August 31, 2022 \$737.
2. Direct staff to research and draft an Initial Registration Fee Policy for Council review that reduces barriers to registration for eligible candidates and is financially sustainable.