

THE COLLEGE OF DENTAL TECHNOLOGISTS OF ONTARIO

ANNUAL REPORT

2020-2021



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

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MISSION VISION VALUES

Mission

To protect the public interest by providing leadership and by setting and enforcing the ethical and professional standards of its members, the Registered Dental Technologists of Ontario.

Values

Integrity

Our mission is carried out with professionalism that promotes trust and confidence, and sets an example for the profession.

Respect and Consideration

We conduct business thoughtfully, fairly and with compassion in all interactions.

Communication

We value open, honest and accessible communication.

Vision

The CDTO continues to be known as a regulatory leader and RDTs are viewed as integral members of the oral health care team, inspiring public trust and confidence.

Accountability

Our strategic goals are set and achieved through collective responsibilities and teamwork. CDTO assesses its operations and reinforces ongoing quality improvement.

Transparency and Openness

We deliver programs and activities in an open and interactive manner within the boundaries of privacy legislation and regulations.

COMMONLY USED ACRONYMS

ADT	Access to Dental Technology
AES	Applicant Engagement Strategy
CPMF	College Performance Measurement Framework
CADTR	Canadian Alliance of Dental Technology Regulators
CDTO	College of Dental Technologists of Ontario
HPARB	Health Professions Appeal and Review Board
ICRC	Inquiries, Complaints and Reports Committee
IEDTP	Internationally Educated Dental Technology Professional
MOHLTC	Ministry of Health and Long-Term Care
NCCM	Non-Council Committee Member
OFC	Office of the Fairness Commissioner
DTPCE	Dental Technology Profession Credential Evaluation
QA	Quality Assurance
RDT	Registered Dental Technologist
RHPA	Regulated Health Professions Acts, 1991

Legislative Framework

In Ontario, Dental Technologists are regulated under the Regulated Health Professions Act, 1991 (RHPA), the Dental Technology Act, 1991, and the regulations made under these Acts. The RHPA established the College of Dental Technologists of Ontario (CDTO) as one of 26 regulatory health colleges in Ontario that are accountable to the Minister of Health and Long-Term Care (MOHLTC). CDTO is tasked with regulating the practice of dental technology in the interest of the public. Many key regulations, acts, policies, by-laws and publications can be found on the CDTO website: www.cdto.ca and on the Ontario government's website: www.e-laws.gov.on.ca.



ABOUT REGISTERED DENTAL TECHNOLOGISTS

Registered Dental Technologists (RDTs) are regulated health professionals whose scope of practice includes the design, construction, repair, or alteration of dental prosthetic, restorative and orthodontic devices. RDTs make crowns, bridges, complete and partial dentures, orthodontics, implants, and other dental appliances. RDTs in Ontario are fully responsible and accountable for the dental appliances that they produce or that are produced under their supervision.

RDTs are knowledgeable of the:

- anatomy and physiology of the oral and facial environment
- physical and chemical characteristics of materials used for dental appliances techniques and procedures necessary for the design, fabrication, modification, and repair of dental prosthesis, restorative and orthodontic devices
- physiological functioning of crowns, bridges, complete and partial dentures, orthodontics, implants, and other dental appliances.

RDTs work in a variety of practice settings that may include dental laboratories, dentist offices, hospitals that offer dental technology services, and educational institutions such as universities and colleges. Dentists and other regulated health professionals rely on RDTs' professional judgment in the filling of dental prescriptions including: interpretation of the design and technical specifics of prosthesis; joint consultation on changes that are beneficial to the patients; and determination of the shape, contours, structure, materials and production processes. The CDTO is dedicated to supporting RDTs in their delivery of high-quality, safe and ethical care to the public of Ontario.



COLLEGE COUNCIL

The Council is the governing body of more than 500 RDTs in the province of Ontario. The CDTO Council is made up of seven elected professional members and five to six government appointed public members who are not Dental Technologists. Collectively, Council's role is to provide the right leadership, and promote and support good governance through their commitment to the principles of transparency, accessibility, openness, and fairness. The Council sets the College's strategic direction and develops the policies and standards to ensure the College is meeting its mandate to protect and act in the best interest of the public.

President

Robert Shawyer, Public Member (As of January 2021)

Terence (Terry) Price, Public Member (Until December 2020)

Vice-President

Daniel Choi, RDT (As of January 2021)

Michael Karrandjas, RDT (Until December 2020)

Public Members

Maged Asaad

Poonam Singh

Rehan Siddiqui (As of Dec 2020)

Allison Malloy (As of July 2021)

Nicholas Goodfellow (As of Jan 2021)

Joanne Kranyak, Public (Until Feb 2021)

Professional Members

Clark Wilson

Michael Sanders (As of Jan 2021)

David Savioli

George Paraskevopoulos

Jill Langford

Derrick Ostner, RDT (Until Dec 2020)

Non-Council Professional Members

Jason Chai

Ryan Chow

Sungbae Park

Igor Kobierzycki

Sarah Cheah

MEET OUR COUNCIL MEMBERS



Robert Shawyer, President



Daniel Choi, Vice-President



Maged Asaad



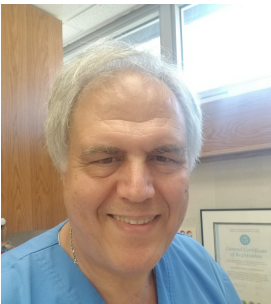
Michael Karrandjas



Jill Langford



Allison Malloy



George Paraskevopoulos



Michael Sanders



David Savioli



Rehan Siddiqui



Poonam Singh



Clark Wilson

PRESIDENT'S MESSAGE



I am pleased to report on the activities and achievements of the College of Dental Technologists of Ontario for 2021. The College Council and staff have continued to work diligently in support of our mandate to serve and protect the public interest. Although Covid-19 resulted in the closure of the office for the entire fiscal year, our staff and Council continued to provide the services necessary to protect the public and to ensure members of the College are provided with appropriate guidance.

As a publicly appointed member, it was a pleasure to serve as President of Council over the past year. In addition to my duties as Chair of Executive Committee and of Council, I have done my best to provide leadership while ensuring that the objectives of the College are being met in accordance with our legislated responsibilities and the College's By-Laws and policies.

I am proud to report that during the last year the Access to Dental Technology project led by the College, in collaboration with the Canadian Alliance of Dental Technology Regulators (CADTR), was successfully completed. This pan-Canadian project was undertaken for the purposes of reducing barriers to employment in the field of dental technology for internationally trained dental technologists. Now that the project is complete the assessment criterion for licensing of foreign trained dental technologists in Canada has been standardized across the country.

I am pleased to report that CADTR has now begun the management of the entry to practice examinations for Ontario's, Canadian and foreign trained prospective members of this profession. That means, as outlined in the last President's report that CADTR will be providing the credentialing and assessment services on behalf of the Regulators across Canada. This will allow prospective members of the CDTO to apply for their Registered Dental Technologist certification in Ontario.

In the area of Governance, the College has been working on two initiatives. The first initiative as noted by my predecessor in last year's President's message is the College Performance Management Framework. Over the past year the College has been implementing this framework that was created by the Ministry of Health to ensure consistency in reporting for all regulatory Colleges.

PRESIDENTS MESSAGE CONT'D

The second significant initiative undertaken by the College is governance modernization reform. This initiative undertaken by Council will ensure that going forward all professional and publicly appointed members will have the necessary regulatory governance skills required of people appointed and elected to govern the profession.

Another significant initiative that the College has undertaken at the direction of Council began after a vote by Council in July of last year. In July the College's governing Council voted to enter ongoing discussions with the College of Denturists of Ontario (CDO) and the College of Dental Hygienists of Ontario (CDHO) regarding governance reform. Since the vote by the College's Council the College, the CDO and the CDHO have formed a transition oversight committee that is made of one public member, one profession member from each College in addition to the Register of each of the three College's. The work of the transition oversight committee will be continuing over the course of the coming year. I look forward to having more to report on this exciting project in the coming months.

In May of 2020 the College developed comprehensive return to practice (RTP) document that will allow the public to safely receive the services of Registered Dental Technologists when provincial restriction in Ontario are removed. While certain restrictions have remained in place through 2021 the College expects that restrictions will be removed early in 2022. When those restrictions are removed the RTP guidance will be implemented by the College to ensure public safety.

During the 2021 year we welcomed two new professional members and two new government appointed members to Council. Welcome to our new members of Council. On behalf of the other members of Council we look forward to working with you over the coming year.

Finally, I would like to take this opportunity to express my gratitude to Council, the Registrar and our dedicated staff and Council for the productive work done during this year. It has been another challenging year. However, because of the dedication of our staff and the members of Council 2021 was yet another successful year for the College.



Robert Shawyer

President

REGISTRAR'S MESSAGE



September 2020 came in like a lion and riding the waves of COVID-19 pandemic became a way of life, tasking us mentally, emotionally, and physically. On reflection, two themes resonate: regulation is never done in isolation; innovative regulation takes courage. As you read this Annual Report, I hope you can envision both.

Regulation is never done in isolation; we have always managed many priorities and engaged with many different partners to fulfill our public protection mandate.

Even so, the last year was exceptional in this regard, whether it was managing the COVID-19 return to work guidance, understanding and dismantling racism, reducing barriers to accessing the profession, launching a national credential and assessment service, or exploring ways to improve CDTO's performance and accountability.

Our work required us to connect and collaborate daily, and we did, in a completely virtual environment doing our part to flatten the curve. Our team communicated with registrants and the public in twenty separate instances on the website alone, with updates from Health Canada, the Chief Medical Officer of Health, the provincial government and the unified position of the oral health colleges of Ontario. These updates spanned emergency and stay at home orders, phased re-openings, return to practice guidance and with great excitement and relief, access to first and second doses of the COVID-19 vaccine.

Despite the pandemic we continued to lead the pan-Canadian Access to Dental Technology (ADT) Project on behalf of seven dental technology regulators across Canada. Joining together, the fruits of our labour became a reality on February 1, 2021 when the Canadian Alliance of Dental Technology Regulators (CADTR) launched its website and applicant portal. A single point of intake to credential and assess an applicant's entry-to-practice competencies has made our registration process more efficient, simplified the process for applicants and reduced barriers for internationally educated individuals who are not yet in Canada. I am very proud to serve as Chair of the CADTR Board and the ADT Steering Committee and to work with an incredibly committed national team. In July 2021, our work was spotlighted by the Office of the Fairness Commissioner as an innovative best practice.

Despite the pandemic we increased our level of engagement with system partners to explore ways to streamline and modernize health profession regulation, governance, operations and delivery of programs and services. Recognizing that regulation does not allow temporary licensing, we drew on the knowledge and skills of experts and mustered up the courage to plan an in-person performance-based competency assessment in three provinces to register much needed dental technologists.

REGISTRAR'S MESSAGE CONT'D

While staff worked behind the scenes collaborating with HPRO on CPMF, EDI-B and potential legislative burden reduction initiatives, Council made a courageous decision to commit to explore a voluntary amalgamation framework with the College of Denturists of Ontario and the College of Dental Hygienists of Ontario after engaging with British Columbia College of Nurses to understand the benefits and risks of this option.

In step with the COVID-19 pandemic, another pandemic took equal precedence – anti-racism and the journey to Equity, Diversity, Inclusion and Belonging. We acknowledge that racism and inequality exist, and that CDTO has a unique opportunity to influence the profession we regulate, as well as the broader healthcare system. With limited internal resources, we acknowledge that we cannot do this alone and are embracing the power of collaborative partnerships.

I am proud to Chair the HPRO Anti-BIPOC Racism working group which commissioned a report on Advancing Equity and Anti-Racism in Health Profession Regulation, engaging over 3,500 stakeholders. We explored and gained a deeper understanding of how biases (implicit, explicit, and structural) manifest in regulatory processes and how regulatory organizations can mitigate the impact of such biases. These undertakings have sparked critical dialogue about equity and racism in regulation at CDTO. We are committed to a journey of learning, relearning and growing - as an organization, as a Council, as staff, and as individuals. We know this journey is not a short one and will require courage by all.

Whether we're reflecting on last year's accomplishments or planning for the year ahead, I know that none of it would be possible without many partners: educators, government, regulators, associations and more. Furthermore, it takes courage of staff, council and committee members, and registrants, past and present, to be an innovative regulator. Courage is a choice; it can take great effort but what is on the other end, enhanced public protection, merits it. Thank you all for your continued dedication to your work and the work of CDTO.



Judith Rigby, CPA CGA

Registrar



2018-2022 STRATEGIC PLAN

Strategic planning plays a vital role in how the College works towards accomplishing its goals and objectives. It sets a vision for protecting the public and defines the College's top priorities. It also helps to support the College in meeting its mandate.

STRATEGIC MAP

Strategy "At A Glance" (2018-2022)

In 2017, the Council of the CDTO adopted a five year Strategic Plan. This plan focuses on increasing public protection, enhancing information availability, and better supporting RDTs to deliver safe and ethical care to Ontarians. In 2019-2020, the College conducted its annual review of the Strategic Plan, an opportunity to assess and evaluate the plan against the current environment.

MISSION

To protect the public interest by providing leadership and by setting and enforcing the ethical and professional standards of its members, the Registered Dental Technologists of Ontario

VISION

To continue to be known as a regulatory leader and RDTs are viewed as integral members of the oral health care team, inspiring public trust and confidence by:

- Raising public awareness and outreach
- Creating a clear scope of practice for all RDTs
- Ensuring members understand the role and value of College
- Defining the role of bench workers
- Protecting the health and safety of Ontarians related to dental technology
- Setting high professional standards

PRIORITIES

To achieve our vision we will:

- Improve transparency and communications
- Review, assess and revise standards of practice
- Improve governance effectiveness
- Implement a best practice redesigned QA program
- Ensure Ontarians have access to RDTs
- Implement best practice regulation

INTERNAL

To support our activities we will need to:

- Be an employer of choice
- Adopt appropriate IT systems
- Ensure College sustainability
- Focus on efficiencies

PRINCIPLES

To support our activities we will need to:

- Leadership
- Accountability
- Transparency
- Ethics
- Integrity
- Professional Standards

STRATEGIC UPDATE

ACCOMPLISHMENTS IN YEAR 4



Improve transparency and communications

- Provided RDTs and the public with timely information on COVID-19 including the Ministry directives through the website and email blast to ensure safe and quality care
- Created an unauthorized practice webpage with FAQs accessible to the public to highlight the risk of harm
- Increased engagement with dental technology graduating classes to raise awareness of new national credentialing and competency assessment programs
- Created an Equity, Diversity, Inclusion, and Belonging (EDI-B) webpage showing Council's commitment to raise awareness and provide access to useful resources
- Launched the French website recognizing Canada's two official languages



Ensure Ontarians have access to RDTs

- Launched the National Credential and Competency Assessment programs to reduce barriers for domestic and internationally educated applicants to access path to licensure and strengthen labour mobility
- Developed and launched the Online Applicant Portal to receive applications for domestic and internationally educated applicants and CADTR website with information, tools and resources for domestic and internationally trained applicants
- Launched the new Dental Technology Entry-to-Practice Assessment (DTETPA) required for aspiring dental technologists. Held the first-ever virtually proctored Knowledge-Based Assessment (KBA) and scheduled the Performance-Based Assessment (PBA) in three locations across Canada



Implement a best practice redesigned QA program

- Developing an online Professional Development Profile Program to create resource efficiencies to support the redesign of the QA program
- Project work plan development deferred to 2022-2023

STRATEGIC UPDATE

ACCOMPLISHMENTS IN YEAR 4



Complete standards of practice review

- Revised COVID-19 Guidance for RDTs to ensure safety and quality of practice
- Collaborated with Ontario's oral health colleges to provide oral health professionals with consistent guidance and expectations on COVID-19 to ensure safe and effective provision of care to Ontarians
- Embarked on a discussion with system partners to better understand the risks related to the shared scope of practice, and converge the gaps or misalignments
- CDTO's Standards of Practice revision project deferred to 2022-2023



Improve governance effectiveness

- Developed a new approach for strengthening Council self-evaluation as an ongoing continuous improvement process
- Developed pre-defined competencies and suitability criteria to ensure Council members demonstrate necessary knowledge, skills, and commitment prior to becoming a member of Council
- Updated the CEO performance evaluation process and tools
- Signed Memorandum of Understanding on the exploration of amalgamation with system partners



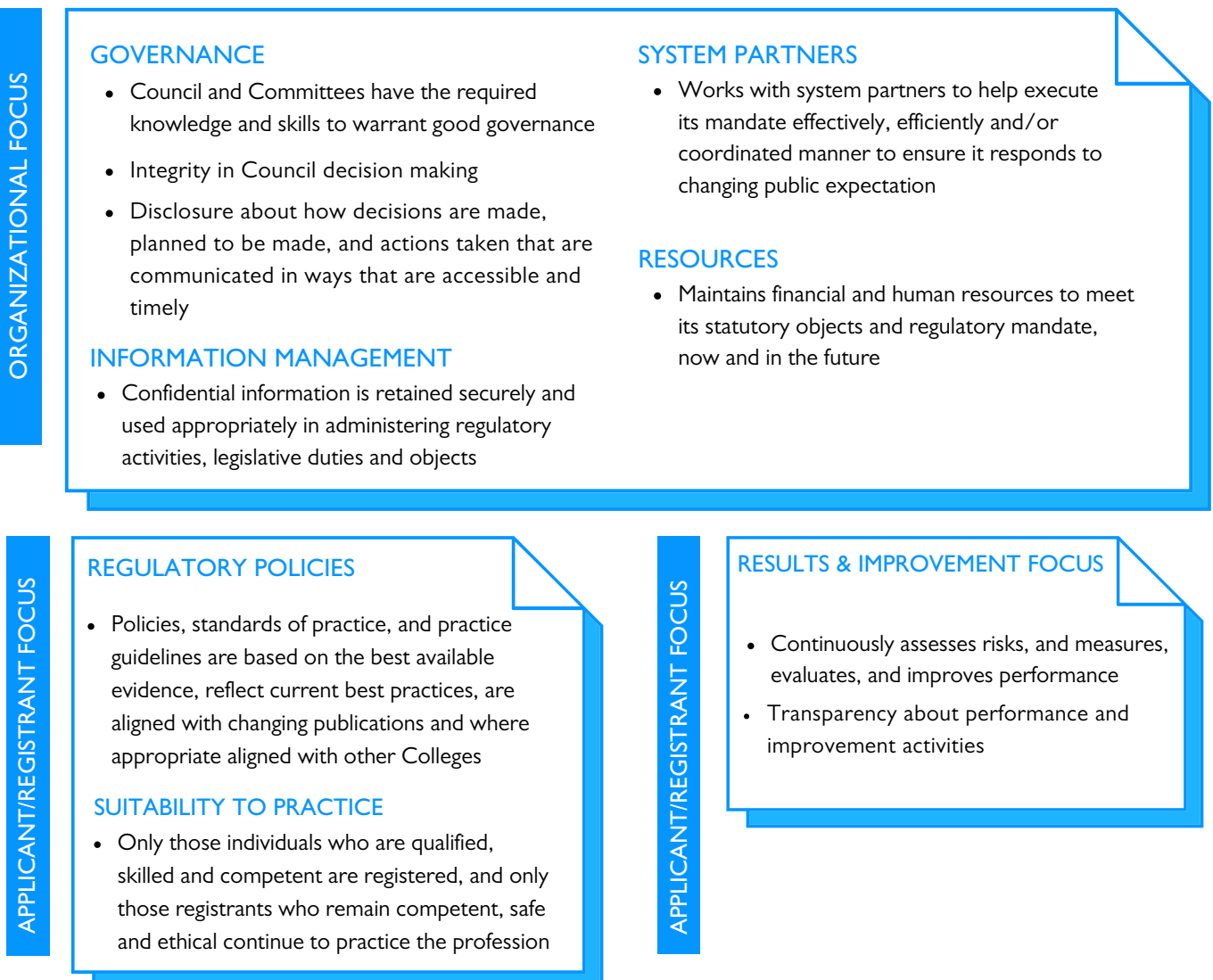
Implement best practice regulation

- Developed national regulatory tools and structures to improve fair and transparent registration practices for applicants to CADTR, including:
 - Credentialing process and application guide
 - KBA and PBA processes, resources, and handbooks
- Embarked on an exploration of regulatory disruption with system partners

COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK

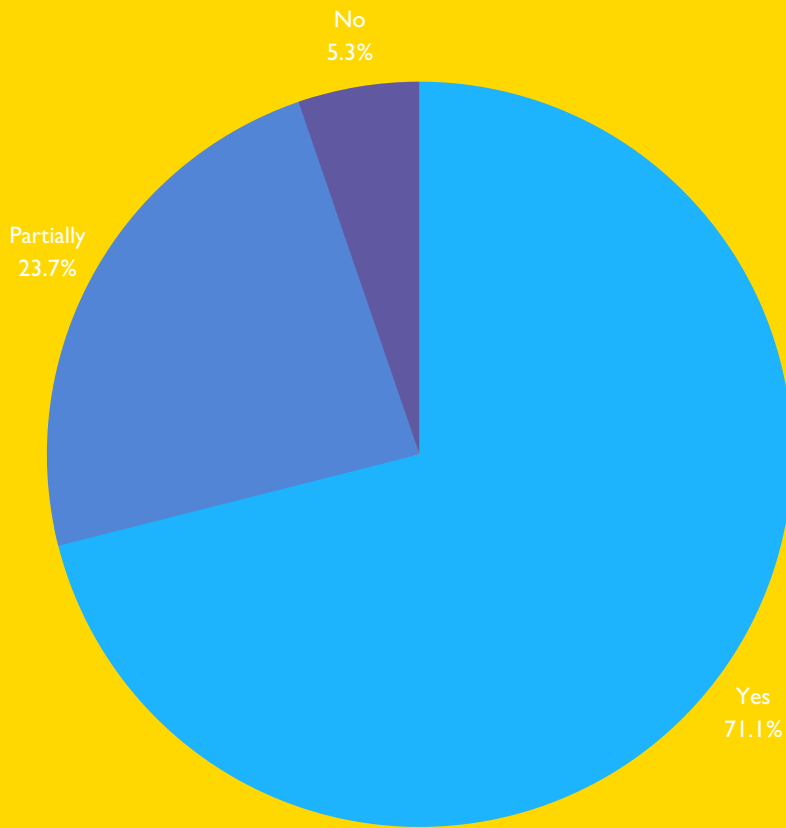
The Ministry of Health launched its College Performance Measurement Framework (CPMF) in December 2020. The first reporting period was calendar year 2020. This initiative aims to answer the question. “How well are regulatory health colleges in Ontario executing their mandate which is to act in the public interest?”. This information will strengthen accountability and oversight of Ontario’s health regulatory colleges and help colleges improve their performance.

CPMF is divided into 7 domains that are connected and together lead to a college being an excellent regulator.



CDTO'S PERFORMANCE

CDTO PERFORMANCE ON REQUIRED EVIDENCE (6 DOMAINS)



Performance on six of the domains are measured through the degree to which a College can provide the required evidence: Yes, Partially, No. The System Partners domain asks Colleges to report on initiatives and projects undertaken to demonstrate system partnerships.

Of the 38 sections of required evidence, CDTO was able to demonstrate 27 of these on a complete level and 9 at a partial level.

Highlights

- **Prepared.** Public members are prepared for their first Council meeting. The College provides an orientation about their roles and responsibilities, and the College's mandate and expectations, prior to attending their first Council meeting.
- **Responsive.** All inquiries about the complaints process are responded to within 5 business days, with follow-up timelines as necessary.
- **Evaluation.** Public members are prepared for their first Council meeting. The College provides an orientation about their roles and responsibilities, and the College's mandate and expectations, prior to attending their first Council meeting.
- **Public Interest.** The Inquiries, Complaints and Reports Committee uses a Risk Assessment Framework to ensure that it considers all mitigating and aggravating factors, and that its decisions are consistent and fair.
- **Risk-Assessment.** Briefing notes for Council meetings have a dedicated section that clearly identifies the public interest rationale.

COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK

System Partners

The System Partners domain reviews the collaborative efforts to align oversight of the practice of the profession, support execution of our mandate and be responsive to changing public expectations. This domain does not specify required evidence and instead asks colleges to provide examples of initiatives and projects undertaken with its system partners, and how it identifies and maintains these relationships. CDTO regularly engages with many system partners including:

- Canadian Alliance of Dental Technology Regulators (CADTR), composed of 7 provincial dental technology regulators across Canada
- Health Profession Regulators of Ontario (HPRO), composed of the 26 regulatory health colleges in Ontario
- Oral Health Colleges (OHCs), composed of the College of Dental Hygienists of Ontario, College of Denturists of Ontario, Royal College of Dental Surgeons of Ontario
- George Brown College, dental technology educators

Engagement with system partners often occurs in working groups with a specific focus. For example, anti-BIPOC (Black, Indigenous, People of Colour) Racism Working Group of HPRO.

Highlights

Access to Dental Technology Project

- Collaborated with CADTR to ensure that the public has access to safe, effective and ethical care and aims to:
- **Support international professionals.** Applicants are informed when making decisions about immigration by having access to tools from their home country. Tools include a Knowledge-Based Assessment Pre-Test, Credential Self-Evaluation Tool and Cost Estimator.
- **Harmonize national processes.** Strengthens labor mobility by ensuring registrants transferring from another province have met the same entry-to-practice requirements: national Credentialing, Knowledge-Based Assessment and Performance-Based Assessment.
- **Increase efficiencies.** Pooling resources from multiple regulators improves costs to candidates. Regulators can also focus more resources towards provincial mandates and programs.

COVID-19 Return to Practice Guidance

- Agreed upon Guiding Principles for COVID-19 Return to Practice Guidance with the oral health regulators of Ontario (College of Dental Hygienists of Ontario, College of Denturists of Ontario, Royal College of Dental Surgeons of Ontario).
- Shared CDTO's Infection Prevention and Control Standard and draft Return to Practice Guidance to support other regulators across Canada in developing their pandemic protocols.

COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK

Modernization of Regulatory Framework

- Exploring opportunities to collaborate with other regulatory colleges on joint initiatives and discuss how health profession regulation might change in Ontario.
- CDTO is exploring voluntary amalgamation as opposed to mandated amalgamation (the British Columbia model).

Commitment Towards Improvement

CDTO has committed to improving its performance in all areas where we did not have sufficient evidence. Improvements can mean completely meeting a measurement by the next reporting year or making progress towards its fulfillment.

- **Information Sharing.** Collaborating with other regulators across Ontario to develop a policy outlining proactive and reactive disclosures to system partners.
- **Evaluation Framework.** Council meeting and performance evaluations are improved to ensure that outcomes direct training opportunities and governance effectiveness.
- **Competencies.** Setting and assessing professional members against competencies before they become eligible for elections.
- **Financial Reserves.** Establishing a formal policy regarding the reserves required to meet CDTO's legislative requirements in the event of unexpected expenses or a reduction in revenue.



ACCESS TO DENTAL TECHNOLOGY

Reducing Barriers to Licensure and Employment in Dental Technology

The Access to Dental Technology project was a multi-year, pan-Canadian project started in December 2017 and completed in March 2021. The main goal of the project was to create consistent credentialing and assessment processes across Canada to ensure Canadians have access to an educated and skilled dental technology workforce. CDTO led the project in collaboration with the CADTR and it was well aligned with the strategic priorities of CDTO, the Government of Canada, and CADTR.

ANNUAL HIGHLIGHTS

It has been a significant success with the support of our system partners including CADTR, regulators, educators, the Government of Canada, and other stakeholders to complete the project and submit the final report to the Government of Canada, Employment and Social Development Canada (ESDC).

The first administration of the two main ongoing deliverables commenced in 2021. The main achievements in the past year are as follows:

- Developed interactive tools targeting internationally trained applicants to inform them about licensure prior to immigration
- Developed and successfully launched a user-friendly Online Applicant Portal
- Launched first-ever national credentialing evaluation for domestic and internationally educated applicants
- Launched and administered the first-ever virtually proctored Knowledge-Based Assessment (KBA) at the national level in a transparent, objective, impartial, and fair manner

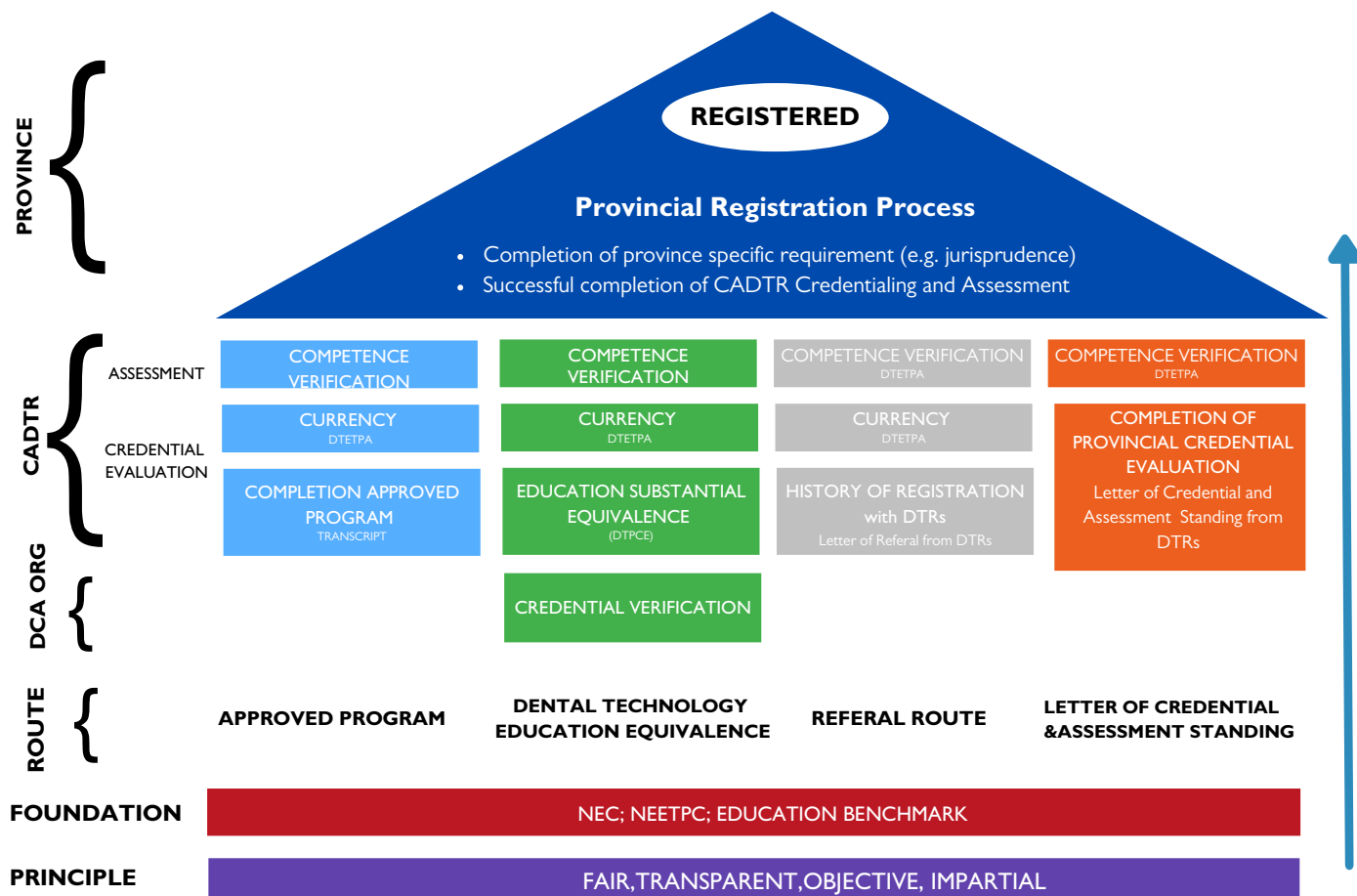


FIGURE 1

Overview of Routes of Entry for Applicants and Registration Pathway for Licensure of Dental Technology Professionals. NEC: National Essential Competency, NEETPC: National Essential Entry-to-Practice Competencies.

PROJECT INITIATIVES

Orientation and Self-Assessment Tools

OSAT contents and tools were developed to provide relevant, actionable information and interactive tools targeting internationally trained applicants to make well-informed decisions about applying for immigration to Canada and licensing prior to leaving their home country. OSAT tools include the Credentials Self-Evaluation, Cost Estimator, and KBA Practice tools by which internationally trained applicants can assess how closely their education and experience meets Canadian requirements for the profession; and identify eligibility and competency gaps before or upon arrival in Canada. OSAT was featured and highlighted in the Office of Fairness Commissioner (OFC) July newsletter. The OSAT webpage had more than 1500 views in three months.

Online Applicant Portal

Online Applicant Portal was developed and launched in February 2021 to provide a central primary point of contact for applicant pursuing dental technology licensure in Canada. It includes:

- Pre-credential and assessment quiz: to determine the correct route of entry for applicants (Figure 1)
- Application phase: to collect personal information including province of choice for registration
- Credential phase: to gather documentation including curriculum for credential evaluation
- Assessment phase: to register for KBA and PBA

Business Plan

A three-year business plan was developed for the implementation of two main ongoing deliverables of the ADT project: centralized credential evaluation and competency assessment programs to ensure long-term financial sustainability and longevity of the programs.

Pathway to Licensure

The national pathway to licensure is designed to ensure a fair and transparent assessment of the qualifications and competency of all domestic and internationally educated applicants for licensure of dental technology. There are four routes of entry at the CADTR level (Figure 1).

LAUNCH OF PROGRAMS

Credential Evaluation

The national credential evaluation was launched in February 2021 by accepting applications from domestic and internationally educated applicants through Online Applicant Portal. The process consists of two requirements: credential verification and comparing applicants' credentials to the required entry-level dental technology education standard in Canada, which includes 1300 experiential hours. The Dental Technology Profession Credential Evaluation (DTPCE) tool was used by credential evaluators to conduct this comparison for unapproved programs to ensure fair and consistent evaluation. See Credentialing Application Guide for full details.

Over one hundred applications were received with more than 70% of applicants having completed their credentialing evaluations.

Competency Assessment

A national competency assessment (i.e., DTETPA) was administered for the first time during 2021 and is defensible, publicly credible, and economically affordable. It is aligned with OFC's requirements and replaces provincial regulators' entry-to-practice examinations for new candidates.

Dental technology regulators continue to enforce provincial-specific requirements. The DTETPA is solely administered by CADTR and is comprised of the following:

Knowledge-Based Assessment (KBA)

The three-hour virtually-proctored KBA comprised of 180 questions was administered in July 2021. See the KBA handbook for full details. Subsequently, CADTR established a passing standard consistent with psychometric best practices which was based on the collective judgment of subject matter experts in dental technology across Canada. Sixty-eight percent of the 71 applicants who took the KBA achieved a passing score.

Performance-Based Assessment (PBA)

The first administration of the PBA will take place in October 2021 in three locations across Canada. Due to COVID-19, additional considerations will be put into place to ensure the safety of all participants including revision of the PBA to minimize person-to-person contact while retaining required psychometric properties of defensibility and reliability. In 2021, PBA will consist of 8 stations, taking no more than four hours to complete. Seventy-seven applicants applied for the October PBA.

COMMUNICATION AND SYSTEM PARTNER

Collaboration, communication, and engagement with our partners and stakeholders including applicants, students, dental technology regulators, educators, subject matter experts, and the Government were paramount to the success of project outcomes. The fourth stakeholder meeting was held virtually with dental technology educator participation across Canada. We continue to raise awareness about the programs and actively engage our stakeholders.

Funded by the Government of Canada's
Foreign Credential Recognition Program



For more information, visit www.cadtr-acordt.com.



2020-2021 COMMITTEE REPORTS

Statutory and standing committees carry out the regulatory function of the College and support the Council in meeting its mandate.

EXECUTIVE COMMITTEE

Terence (Terry) Price, Public -Chair (Sep-Dec 2020)
Robert Shawyer, Public - Chair (Jan 2021)
Michael Karrandjas, RDT
George Paraskevopoulos, RDT
Daniel Choi, RDT
Poonam Singh, Public (Jan 2021)

The Executive Committee works year-round in supporting the Council and the College with the responsibility of protecting the public. While its overall function is primarily advisory, the Committee makes council recommendations and, in some cases, decisions which are reported to Council in a timely manner. This allows Council enough flexibility so that it can adapt quickly to changing demands of the regulatory healthcare environment.

During 2020 – 2021 the Executive Committee convened 11 times, virtually, during which it reviewed the Terms of Reference that guides its work.

Governance

The Committee assists Council in fulfilling its annual obligations and oversight responsibilities relating to governance and CEO compensation and performance which is critical for human resource planning.

The Committee achieved the following:

- Provided insight and feedback on improvements to the 2020 Council Elections which was enhanced by revising communications to include key behaviors and competencies of Council members, and strengthen diversity on Council.
- Reviewed the submissions for Committee preference, education and experience to serve on Statutory and non-Statutory Committees. A slate was recommended to Council that met the legislative requirements, and considered any conflicts of interest.
- Reviewed and recommended to Council a new Council Self-Evaluation process to be piloted for the year commencing January 1, 2022
- Conducted the Registrar's annual performance review as required in the governance policy manual and undertook an initiative to improve the effectiveness of the process and evaluation dimensions which will be piloted commencing January 1, 2022.
- Commissioned a Registrar Compensation review led by an experienced compensation consultant to support a key component of human resource retention and succession planning.

EXECUTIVE COMMITTEE

Modernization Reform

The Committee monitors regulatory trends, and makes recommendations to Council on initiatives to improve decision making, bolster transparency and further support high-quality health care for Ontarians.

The Committee achieved the following:

- Received updates on the launch of the College Performance Measurement Framework (CPMF) as CDTO supported the development of the reporting tool and provided feedback to the Ministry of Health.
- Monitored governance trends by reviewing reports from the College of Naturopaths of Ontario, HPRO's Ontario Health Colleges Collaboration Project and British Columbia and Alberta's amalgamation reports.
- Invited Mr. Bradley Chisholm, Director Strategy and Governance for the BC College of Nurses and Midwives and CE Holmes Consulting group to engage Council in a dialogue on future options for the College towards regulatory modernization: shared services and amalgamation.
- Advised Council on a proposal for governance and strategic planning consulting services to develop and implement governance and strategic priorities, as part of an annual review.
- Supported CDTO's participation, as one of eleven colleges, in the Ontario Health Colleges Collaboration Project Stage One: to work collaboratively to reduce costs and improve efficiency.

Strategic Plan Oversight

The Committee supports Council in advancing its strategic objectives by monitoring progress, and identifying and reporting risks to achieving the approved strategic priorities.

The Committee achieved the following:

- Provided guidance regarding the strategic project, Regulatory Disruption. This project involves collaboration with system partners and has many possible outcomes and action plans.
- Received updates on the amalgamation discussions between CDTO, the College of Denturists of Ontario and the College of Dental Hygienists of Ontario.
- Recommended to Council that new funds be allocated from unrestricted net assets to internally restricted net assets to support the strategic work plan.

EXECUTIVE COMMITTEE

Financial and Risk Management Oversight

The Committee reviewed all matters with a financial impact on the College including the College budget, the Risk Management program and the audited financial statements, ensuring that a high level of fiscal integrity is maintained.

The Committee achieved the following:

- Monitored and reported on the 2019 – 2020 financial results to the approved budgets, including the impact of the COVID-19 fee relief to members and government emergency relief programs accessed by the College.
- Reviewed the annual audit process, the engagement letter and the audited financial statements with the auditor and sought approval from Council.
- Successfully conducted the first evaluation of auditor independence and effectiveness for the 2019 – 2020 audit cycle using the Annual Auditor Assessment Tool. No findings of concern were observed or reported with respect to Hilborn LLP's independence, objectivity, professional skepticism, quality of the engagement team, and quality of the communications and interactions with the College. Recommended using the same tool for the 2020 – 2021 audit cycle and the Comprehensive Auditor Evaluation Tool every five years.
- Monitored and reported on the 2020 – 2021 quarterly financial results and forecast to the approved Operating and Strategic Initiative Project (SIP) budgets ensuring alignment with the Strategic Plan and financial policies.
- Ensured the 2021 – 2022 Operating and SIP budgets aligned with the Strategic Plan and incorporated material risk assumptions and process changes resulting from COVID-19 and assignment of credential and assessment services to CADTR. Recommended the budgets and fee schedule to Council for approval.
- Reviewed the risk profile of the College to ensure adequate measures are in place to both minimize cyber risk and act swiftly to control financial and reputational damage in the event of a cyberattack.

REGISTRATION COMMITTEE

Michael Karrandjas, RDT - Chair (Sep-Dec 2020)
George Paraskevopoulos, RDT - Chair (Jan-Aug 2021)
Terence (Terry) Price, Public
David Savioli, RDT
Robert Shawyer, Public (Sep-Dec 2020)
Poonam Singh, Public (May -Dec 2020)
Michael Sanders, RDT (Jan-Aug 2021)
Rehan Siddiqui, Public (Jan-Aug 2021)

The Registration Committee is responsible for developing and implementing transparent, objective, impartial and fair policies and processes for registration with the College.

The Committee considers and renders decisions on applications of registration that have been referred by the Registrar. These decisions are made in an equitable, fair and consistent manner.

The Registrar refers applications to the Committee when there are doubts that the applicant fulfills the requirements set out in the registration regulation. All decisions of the Registration Committee may be appealed to the Health Professions Appeal and Review Board (“the Board” or “HPARB”) for a review or a hearing.

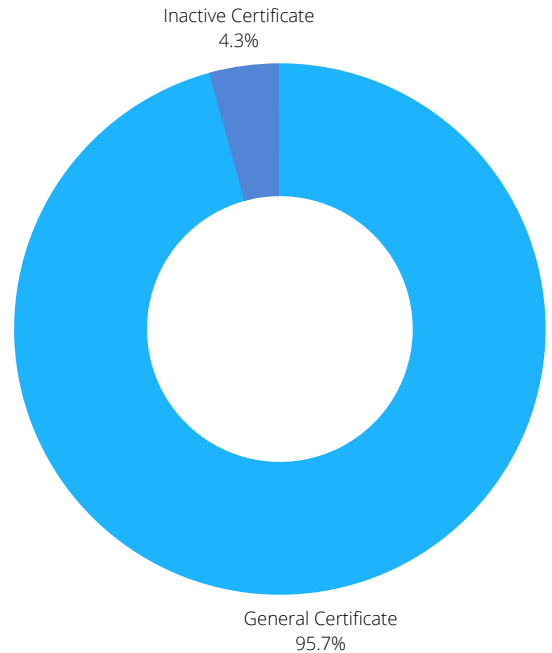
The Committee also advises Council and makes recommendations on matters relating to practice standards, registration regulations, and related matters. It addresses issues of reporting practices concerning the Office of the Fairness Commissioner (OFC).

During 2020-2021, the Registration Committee:

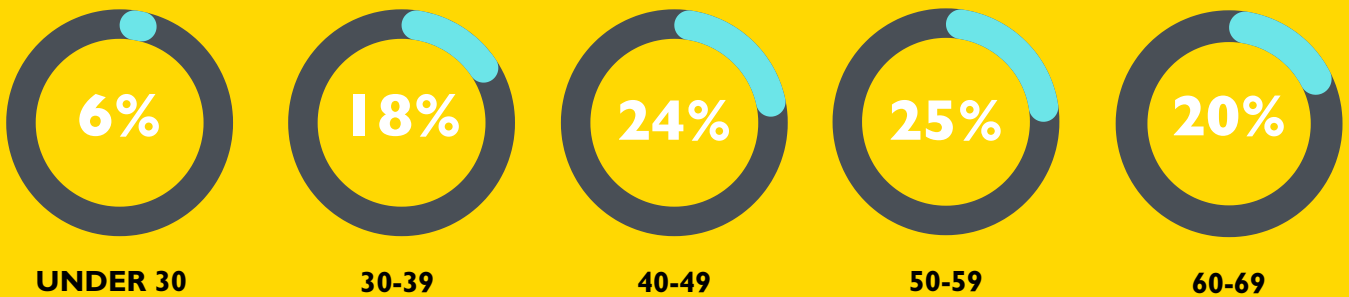
- Convened one virtual meeting.
- Reviewed and approved the Committee Terms of Reference.
- Reviewed and decided on requests for additional examination attempts and extensions to apply for registration.
- Received training from staff on the Committee’s roles and responsibilities, the Office of the Fairness Commissioner (OFC), fair registration practices, decision making on applications for registration and assessment of Good Character. Training included RHPA requirements, regulation requirements and the Committee Toolkit of resources for Committee Members.
- Received updates on projects and initiatives of the Office of the Fairness Commissioner (OFC).
- College’s work on the Access to Dental Technology Project which was featured in the OFC’s Newsletter (July 2021), highlighting the innovative/best practices specifically “cultivating approaches designed to materially assist internationally trained applicants to achieve their ambitions”.
- Staff met with and presented to 3rd year George Brown College Dental Technology Students on December 9, 2020.
- Discussed new applicant engagement strategies, registration challenges during COVID-19, updates on the 2021 launch of national credential and competency assessment programs, and practice requirements for registrants.

MEMBERS BY CLASS

In 2020-2021 class there were a total of 536 Members. 513 Members under the General Certificate class and 23 Members under the Inactive class.



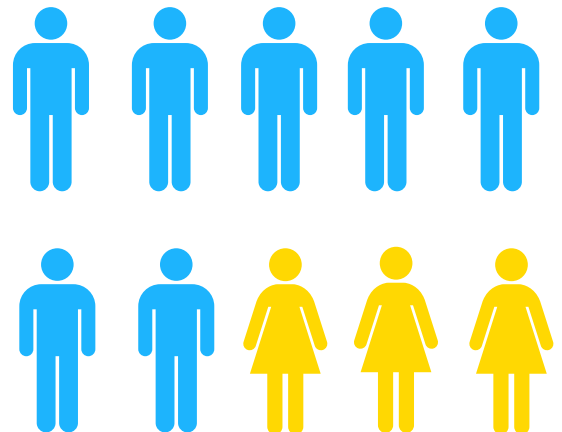
MEMBERS BY AGE



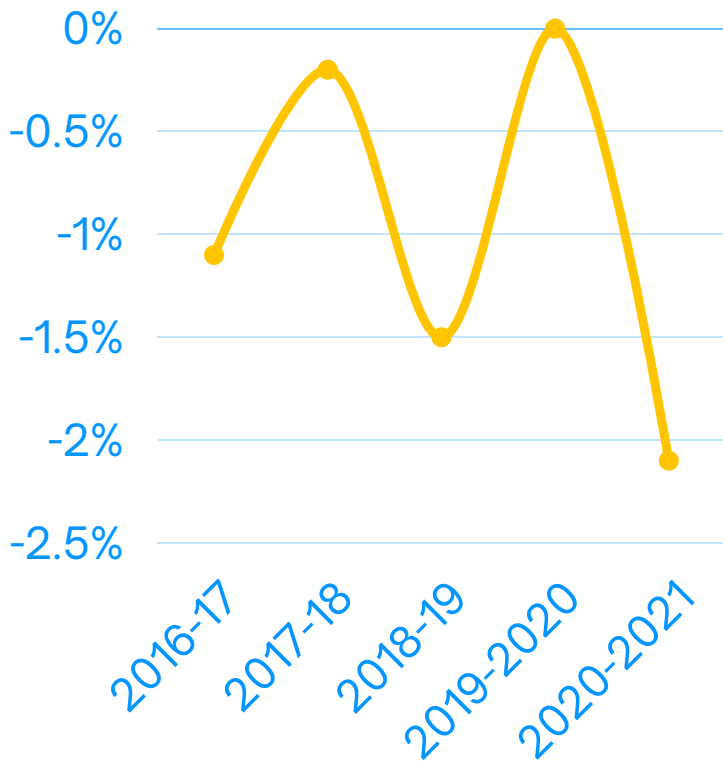
7 OUT OF 10

Members are male

Out of 536 Members there are 396 male Members and 140 female Members.



2020-2021 CDTO Membership Growth



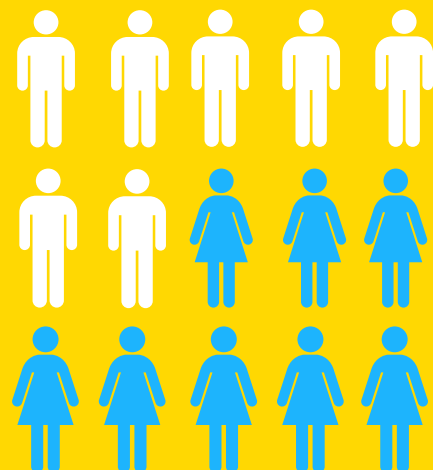
-2.1%
2020-2021 TOTAL NET RATE
MEMBERSHIP GROWTH
From the 2019-2020 to
2020-2021 CDTO saw a
loss of 12 members

15
NEW MEMBERS
were registered with
CDTO in 2020-2021

Membership Growth by the Numbers

- 15** New Members
- 23** Resigned, Retired, Deceased
- 4** Suspended
- 1** Reinstated

8 OUT OF 15
new members in 2020-2021
were women.



INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

Jill Langford, RDT - Chair
Clark Wilson, RDT
David Savioli, RDT
Joanne Kranyak, Public (Sep - Dec 2020)
Robert Shawyer, Public (Jan - Aug 2021)
Maged Asaad, Public
Sungbae Park, RDT (non-Council)

The Inquiries, Complaints and Reports Committee (ICRC), is responsible for reviewing all complaints made to the College about the practice or conduct of Dental Technologists, including concerns from the Quality Assurance (QA) Committee and reports made by the Registrar, and decides on what action, if any, is required. The ICRC may make referrals to the Fitness to Practice and Discipline Committees and in every case endeavours to dispose of each matter according to the timelines set out in the Regulated Health Professions Act, 1991.

During 2020-2021, the ICRC Committee:

- Convened four meetings
- Reviewed its terms of reference
- Attended an orientation by legal counsel on their roles and responsibilities, and received procedure manuals which included a risk-assessment framework

Complaints

From September 1, 2020 – August 31, 2021, the College received one new complaint which will be carried forward to 2021-2022. One complaint was carried over from 2019-2020 where a decision was issued to take no further action.

Registrar's Inquiries

Where a Registrar has reasonable and probable grounds to believe that a registrant has committed an act of professional misconduct or incompetence, he or she may request the ICRC to approve the appointment of an investigator to examine the conduct of the registrant.

From September 1, 2020 – August 31, 2021, one Registrar's Inquiry was launched which will be carried forward to 2021-2022. One matter was carried forward from 2019-2020 where a decision was made to issue an oral caution.

INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

Quality Assurance Referral

The QA Committee may disclose the name of a registrant and allegations against the registrant to the ICRC if it is of the opinion that the registrant may have committed an act of professional misconduct, or may be incompetent or incapacitated. The ICRC may then request the Registrar to appoint an investigator to determine whether the registrant has committed an act of professional misconduct or is incompetent.

From September 1, 2020 – August 31, 2021, the Quality Assurance Committee did not refer any matters to the Inquiries Complaints and Reports Committee. There were no Quality Assurance referrals carried over from the previous year.

Discipline Committee Referrals

From September 1, 2020 – August 31, 2021, the ICRC did not refer any cases to the Discipline Committee.

EXAMINATIONS COMMITTEE

Igor Kobierzycki, RDT - Chair (Sep-Dec 2020)
Maged Asaad, Public
Jill Langford, RDT

The Examinations Committee is responsible for the development and administration of all written and practical examinations offered by the College as of 2017, a responsibility previously held by the Registration Committee. The Examinations Committee appoints Examination Task Forces (Written and Practical) which are composed of Members (RDTs) to develop examinations that provide a reliable and valid measure of a candidate's knowledge, skills and ability to practise dental technology in Ontario.

The Practical Examination Task Force is also responsible for the management of the entry-to-practice examination. Throughout the examination development process, each Task Force ensures that it adheres to transparent, objective, impartial and fair practices. To become a Member of the College, all applicants must successfully complete the registration examinations.

In 2020, the College's council approved the Canadian Alliance of Dental Technology Regulators (CADTR) competency assessment, the Dental Technology Entry-to-Practice Assessment (DTETPA), which consists of the Knowledge-Based Assessment (KBA) and Performance-Based Assessment (PBA). The DTETPA replaced the College's Written Theory Examination and Practical Projects for new applicants commencing January 1, 2021.

It is important to note that the College's Written Theory Examination and Practical Projects of the registration examination will be phased out over the next year. However, the College's Jurisprudence & Ethics component of the registration examination continues to be a requirement for all new applicants, including those licensed in a province eligible for Agreement on Internal Trade (AIT) status. Although applicants under AIT are exempt from the DTETPA portion of the registration examination.

The Committee is also responsible for:

- making recommendations to Council on any changes to the content and structure of examinations for registration
- reviewing and maintaining policies and procedures related to examinations, determining the eligibility of examination applicants referred by the Registrar where there are doubts, on reasonable grounds, about whether the applicant fulfils the examination application requirements
- ensuring that examination appeals are handled in a timely manner and that appeal policies and procedures are transparent, fair and consistently applied; through a panel selected by the Chair
- considering and making recommendations to Council for changes to applicable legislation, regulations, By-laws, policies, program, Rules of Procedure, standards and guidelines that fall within the scope and purpose of the Committee.

EXAMINATIONS COMMITTEE

During 2020-2021, the Examinations Committee:

- Convened one virtual meeting.
- Reviewed and confirmed the Committee Terms of Reference.
- Participated in education and development sessions on the Committee's roles and responsibilities, and the role of the Office of the Fairness Commissioner (OFC) regarding fair registration practices.
- Approved the action plan for administrating both the 2021 and 2022 CDTO Registration Examinations for eligible repeating candidates.
- Received an update on CADTR's credentialing and assessment services including: website launch, online portal and Orientation and Self-Assessment Tools (OSAT); number of applications received; CADTR governance, number of completed credential evaluations; 2021 DTETPA and impact of COVID-19.

CDTO Registration Examinations Update

The CDTO Registration Examinations for eligible repeating candidates and the CADTR DTETPA were postponed in 2020 and 2021 due to the COVID-19 pandemic. CDTO Registration Examinations for eligible repeating candidates were scheduled to be held in early December 2021. As well, CADTR held the first administration of the national competency assessments in 2021, beginning with the KBA in July and followed by the PBA in October to be held at three venues across Canada (Alberta, British Columbia and Ontario).

CDTO Registration Examinations Update

One examination candidate under labour mobility provisions successfully challenged the College's Jurisprudence & Ethics Examination in June of 2021.

QUALITY ASSURANCE COMMITTEE

Derrick Ostner, RDT
Daniel Choi, RDT - Chair
Jason Chai, RDT (non-Council)
Terrence (Terry) Price, Public (Sep-Dec 2020)
Rehan Siddiqui, Public (Jan-Aug 2021)
Poonam Singh, Public
Ryan Chow, RDT (non-Council) (Sep-Dec 2020)

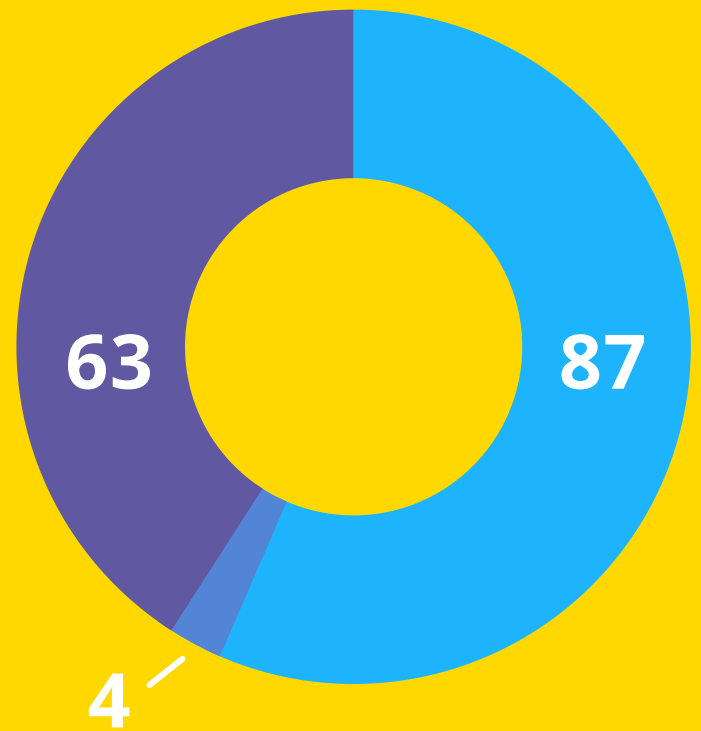
The goal of the Quality Assurance Committee is to protect the public by mandating that registrants participate in ongoing professional development throughout their careers to ensure that their knowledge, skills and judgement continues to reflect the standards of the profession. Participating in ongoing continuing education not only addresses the needs of the present, but enhances the level of competency and professionalism of the profession.

During 2020-2021, the Quality Assurance Committee:

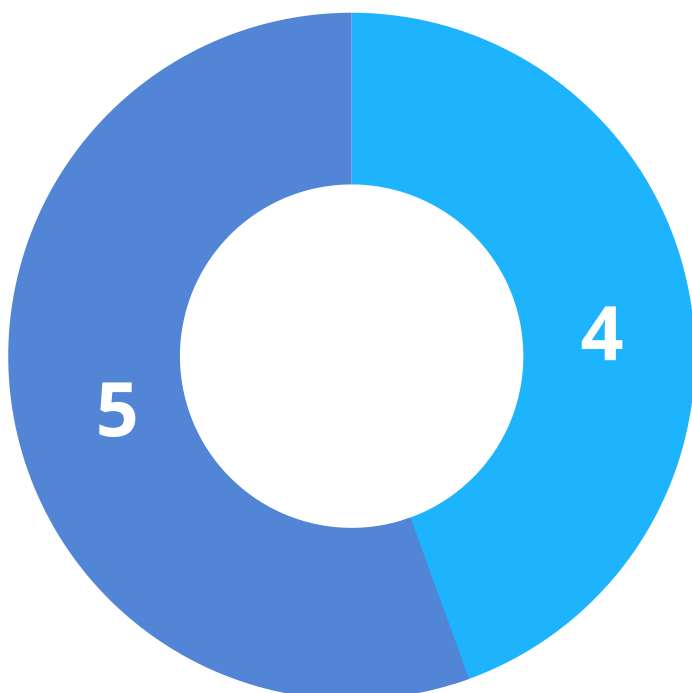
- Convened two meetings.
- Participated in an in-depth orientation training provided by CDTO staff.
- Oversaw the administration of the 2020-2021 Peer and Practice Assessments with ten registrants being randomly selected. Eight of these registrants successfully passed the assessment and have met the requirements.
- Oversaw the administration of the 2018-2021 Summary Professional Development Profile Program with 154 registrants required to submit their documents before the August 31, 2021 deadline.
- Oversaw the administration of the 2020 Full Professional Development Profile Program with 10 registrants being selected to submit their documents before August 31, 2021.
- Approved the National Essential Competencies as a framework for the development of the Self-Assessment Tool, a component of the Professional Development Program. The National Essential Competencies were approved by the Canadian Alliance of Dental Technology Regulators and adopted by dental technology regulators across Canada.
- Reviewed the Continuing Professional Development Guidelines and conducted an environmental scan of regulatory health colleges.
- Posted a call-out for Peer Assessors to support the Practice Assessment Program. Peer Assessors conduct in-person practice assessments of registrants to ensure compliance with the standards of practice, and safe care to patients.

SUMMARY OF SEPI, 2018 - AUG 31, 2021 - SUMMARY PROFESSIONAL DEVELOPMENT PROFILE SUBMISSION PROGRAM- DATA AS OF AUGUST 31, 2021

- 87** Submissions received
- 63** Follow-up to be completed in 2021-2022
- 4** Members retired, suspended, or went inactive



SUMMARY OF FULL PROFESSIONAL DEVELOPMENT PROFILE SUBMISSION PROGRAM- DATA AS OF AUGUST 31, 2021



- 4** Submissions received
- 5** Follow-up to be completed in 2021-2022

DISCIPLINE COMMITTEE

Terry Price, Public - Chair (Sep-Dec 2020)
Rehan Siddiqui, Public - Chair (Jan-Aug 2021)
Igor Kobierzycki, RDT (non-Council)
Sarah Cheah, RDT (non-Council)

All Members of Council are members of the
Discipline Committee

The Discipline Committee is responsible for adjudicating professional discipline matters referred by the Inquiries, Complaints and Reports Committee to determine whether members of the profession have committed acts of professional misconduct and/or are incompetent. The Discipline Committee conducts hearings through panels selected by the Chair. In fulfilling the mandate of the Discipline Committee, Discipline panels weigh evidence submitted by the member and the College to determine a reasonable and fair disposition that is in the public interest.

The possible penalties that the panel can impose on a member who is found to have committed an act of professional misconduct are defined in the Regulated Health Professions Act, 1991, and can include:

1. Directing the Registrar to revoke the member's Certificate of Registration;
2. Directing the Registrar to suspend the member's Certificate of Registration for a specified period of time;
3. Directing the Registrar to impose specified terms, conditions and limitations on the member's certificate of registration for a specified or indefinite period of time;
4. Requiring the member to appear before the panel to be reprimanded;
5. Requiring the member to pay a fine of not more than \$35,000 to the Minister of Finance of Ontario

The panel can also require the member to pay all or part of the College's legal, investigation or hearing costs or expenses.

During the 2020-2021 year, the Discipline Committee held one hearing. Due to the COVID-19 pandemic, Discipline hearings were held virtually via GoToMeeting. Until the Ontario Ministry of Health deems it safe to hold in person hearings again, Discipline hearings will continue virtually.

DISCIPLINE COMMITTEE

Jeffrey Van Hooydonk

On November 4, 2020, a Panel of the Discipline Committee held a public hearing to determine whether Mr. Van Hooydonk engaged in professional misconduct. It was alleged that Mr. Van Hooydonk:

- Failed to cooperate with the Quality Assurance Committee;
- Failed to obtain 90 credits of professional development in a three-year period, and failed to submit the Professional Development Profile and a declaration of compliance; and
- Engaged in conduct or performed an act or acts relevant to the practice of dental technology that, having regard to all the circumstances, would reasonably be regarded by members of the profession as disgraceful, dishonorable or unprofessional.

It was alleged that the above conduct constituted professional misconduct pursuant to 51(1)(b.01) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991, failing to cooperate with the Quality Assurance Committee and the following paragraphs of section 1 of the Professional Misconduct Regulation under the Dental Technology Act, 1991:

- Paragraph 31, contravening the Act, the Regulated Health Professions Act, 1991 or the regulations under either of those Acts; and/or
- Paragraph 34, engaging in conduct or performing an act, in the course of practising the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

Mr. Van Hooydonk admitted the conduct through an Agreed Statement of Facts. Mr. Van Hooydonk was required to appear before a Panel of the Discipline Committee to be reprimanded, with the fact of the reprimand to appear on the Public Register. The Panel also directed the Registrar to suspend Mr. Van Hooydonk's Certificate of Registration for a period of nine (9) months. The Panel directed the following terms, conditions or limitations on Mr. Van Hooydonk's Certificate of Registration:

- Participation in up to three practice assessment; and
- Requirement to submit the Professional Development Profile for the 2019-2021 cycle containing a list of completed continuing and anticipated professional development activities.

The Panel ordered Mr. Van Hooydonk to pay \$2,500 in costs to the College immediately following the hearing.

To read all of the College's Discipline decisions visit the College's website at <https://cdto.ca/protecting-the-public/discipline-decisions/>

PATIENT RELATIONS COMMITTEE

Daniel Choi, RDT - Chair
Poonam Singh, Public
Michael Sanders, RDT
Jill Langford, RDT
Michael Karrandjas, RDT
Maged Asaad, Public

The Patient Relations Committee is responsible for developing, establishing and maintaining a patient relations program, including measures for preventing and/or dealing with sexual abuse of patients by members of the College. This includes member education, staff training, and guidelines for members' conduct with patients and public information. The Committee is also responsible for administering funding for therapy and counselling for patients who have been sexually abused by dental technologists.

During 2020-2021, the Patient Relations Committee:

- Convened two Committee meetings throughout the year.
- Updated the Terms of Reference which was subsequently approved by Council.
- The Committee reviewed the 2019-2022 Communications Strategy document, which included communications objectives, tactics and measures. The Committee review the Communications Strategy in further detail and discuss recommendations and/or revisions to the Strategy.
- Following the review of the Communications Strategy, a Communication Work Plan was developed as a tool to guide the Committee's activities and keep track of its progress on specific goals for the year. Upon review, the Committee decided that the social media section of the work plan should be adapted to focus on implementing a platform that has less maintenance and is less time consuming.
- Approved modifications to the Member e-newsletter, "The Bridge".
- The Committee revisited discussions regarding the College joining the Citizen Advisory Committee. Members of the Patient Relations Committee agreed to attend the Citizen Advisory Committee meeting in February 2021. The PR Committee received an update on the meeting and decided that the PR Committee would participate in the Citizen Advisory Committee after evaluating the cost/benefit for the CDTO.

PATIENT RELATIONS COMMITTEE

- Continued discussions to collaborate and raise awareness on unauthorized practice and public protection.
- Informed the public about the role of RDTs through the Face Behind The Smile brochure and exploring additional strategies to enhance public awareness about those making their dental devices.
- Informed the public about the dangers of Unauthorized Practice and Laboratories and have developed an update Unauthorized Practice webpage which was launched in July 2021.
- Provided insight and feedback to help strengthen the value of information distributed to Members regarding COVID-19 in the College's e-newsletter- The Bridge and through the College's website in news postings.
- An initiative was undertaken to provide French translation of the CDTO website to ensure that the website is fully bilingual with the project being successfully completed in August 2021.
- Continued discussions around Diversity Equity and Inclusion and how CDTO might address this important issue through its communication to Members and the public. A Diversity, Equity and Inclusion web page was developed.



2020-2021 FINANCIAL OVERVIEW

The College is a responsible steward of its financial resources and demonstrates this in achieving its statutory objectives and regulatory mandate. Financial integrity is an organization-wide responsibility and is critical to protect the interests of the public and our registrants on an ongoing basis.

2020-2021 FINANCIAL OVERVIEW

The College's fiscal cycle begins on September 1 and ends on August 31. It starts with the Council approved Operating and Strategic Initiative Projects Budgets, the major policy document outlining the College's plans for the upcoming fiscal year. During the course of the year, the quarterly finances are issued and culminate in the Management and Financial Report, a major accountability document which presents the financial statements of the College, provides financial highlights of the past fiscal year, and reports on performance against the goals set out in the CDTO Budgets.

The Management and Financial Report include: Financial Statements, the Independent Auditors Report on the Financial Statements, and the Annual Report. Within this accountability document we present relevant information to all stakeholders on how the College's strategic plan and budget complement and support each other and on the financial policies we adhere to.

At the CDTO, financial integrity is achieved through:

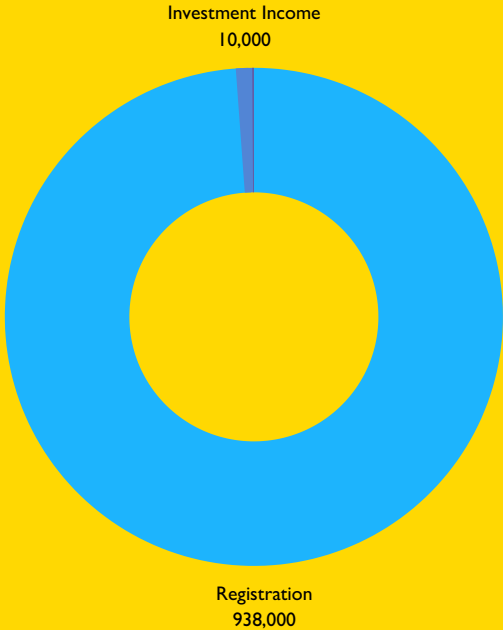
- Collaboration and communication between finance, program staff, Council and Committees to create meaningful budgets, report accurately on revenues and expenses, manage forecasts and understand cash flow needs.
- Establishing proper oversight through a structure of segmented responsibilities and documented processes with direction from Executive Committee and Council.
- Utilizing technology to make financial reporting more efficient, more accurate and more informative to answer important questions from internal and external audiences.
- Leveraging professional expertise through our auditors to provide an independent assessment of the integrity of our financial statements and to make ongoing improvements to our financial systems.

The College ended the fiscal year 2020-2021 with an operating surplus of \$100,328 including expenses necessary to advance Council's strategic plan. The surplus was partly due to the reductions to expenses related to remote working and conducting all Council and Committee meetings virtually.

The College remains in a healthy financial position. With net assets of \$1.2 million, the College maintains a level of reserves needed to meet its legislative requirements in case there are unexpected expenses and/or a reduction in revenue, and to fund strategic projects.

2020-2021

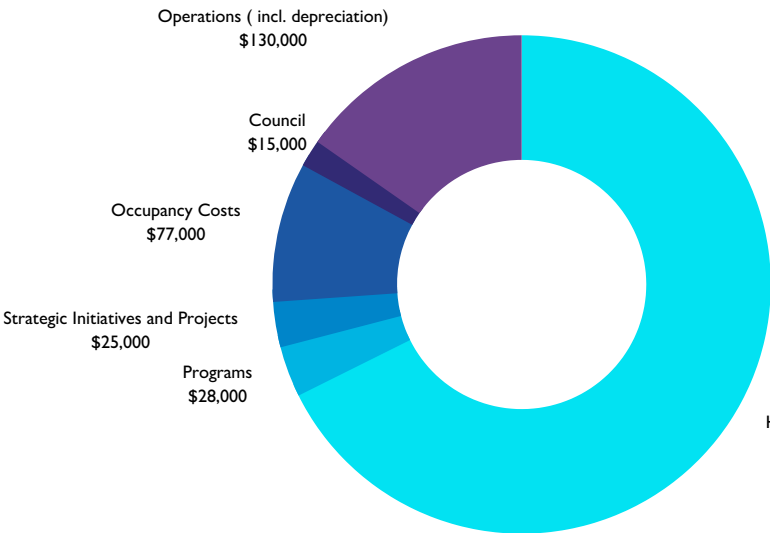
College Revenue



Registration	\$938,000
Examination Fees	\$1,000
Investment Income	\$10,000

2020-2021

College Expenses

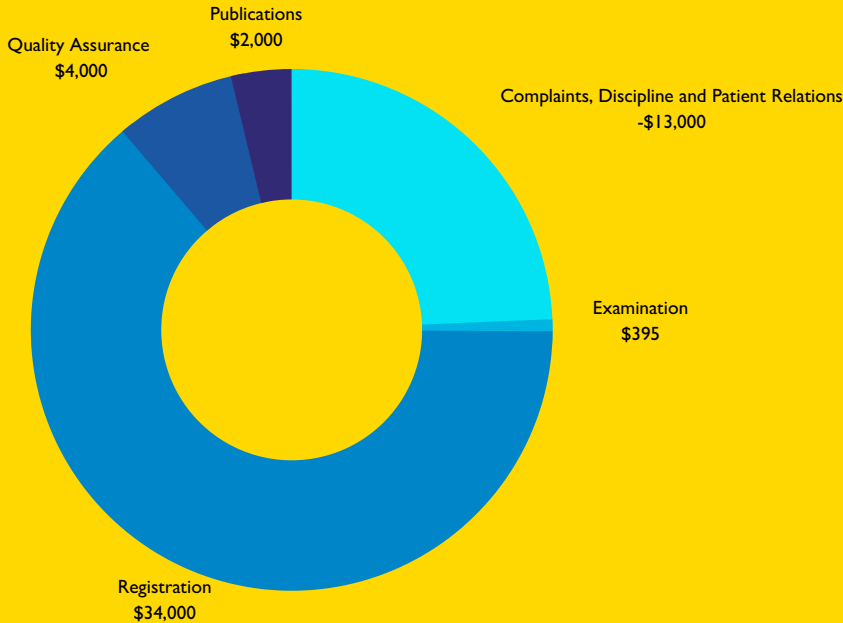


Human Resources	\$575,000
Programs	\$28,000
Strategic Initiatives and Projects	\$25,000
Occupancy Costs	\$77,000
Council	\$15,000
Operations (incl. depreciation)	\$130,000

2020-2021

Programs

Complaints, Discipline and Patient Relations	-\$13,000
Examination	\$395
Registration	\$34,000
Quality Assurance	\$4,000
Publications	\$2,000



COLLEGE OF DENTAL TECHNOLOGISTS OF ONTARIO

SUMMARY FINANCIAL STATEMENTS

AUGUST 31, 2021

Report of the Independent Auditor on the Summary Financial Statements

To the Council of the College of Dental Technologists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at August 31, 2021, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Dental Technologists of Ontario (the "College") for the year ended August 31, 2021.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated December 10, 2021.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

Toronto, Ontario
December 10, 2021



Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF DENTAL TECHNOLOGISTS OF ONTARIO

Summary Statement of Financial Position

August 31	2021 \$	2020 \$
ASSETS		
Current assets		
Cash	1,387,185	1,344,928
Accounts receivable	23,265	30,982
Investments	-	801,907
Prepaid expenses	12,787	10,429
	1,423,237	2,188,246
Investments	812,265	-
Capital assets	11,379	15,261
	823,644	15,261
	2,246,881	2,203,507
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	123,041	176,186
Deferred registration fees	856,123	854,779
	979,164	1,030,965
Loan payable	40,000	40,000
Deferred lease incentives	12,023	17,176
	52,023	57,176
	1,031,187	1,088,141
NET ASSETS		
Invested in capital assets	6,470	8,248
Internally restricted for complaints and discipline	150,000	150,000
Internally restricted for abuse therapy	20,000	20,000
Internally restricted for strategic initiatives	187,470	199,447
Unrestricted	851,754	737,671
	1,215,694	1,115,366
	2,246,881	2,203,507

COLLEGE OF DENTAL TECHNOLOGISTS OF ONTARIO

Summary Statement of Operations

Year ended August 31	2021 \$	2020 \$
Revenues		
Registration	938,098	588,159
Examination	1,104	810
Investment income	10,358	19,693
	949,560	608,662
Expenses		
Registration	34,111	36,862
Examination	396	3,513
Quality assurance	4,147	6,414
Complaints and discipline	(13,739)	17,865
Patient relations	950	757
Administration	222,483	234,704
Commercial rent assistance	(1,227)	(9,440)
Strategic initiatives	25,302	8,103
Human resources	574,043	534,031
Wage subsidies	822	(117,923)
Publications	1,944	2,566
	849,232	717,452
Excess of revenues over expenses (expenses over revenues) for year	100,328	(108,790)

COLLEGE OF DENTAL TECHNOLOGISTS OF ONTARIO

Note to Summary Financial Statements

August 31, 2021

Basis of presentation

These summary financial statements are derived from the audited financial statements of the College of Dental Technologists of Ontario (the "College") for the year ended August 31, 2021, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include a statement for each statement included in the audited financial statements, except for the statements of changes in net assets and cash flows;
- (b) information in the summary financial statements agrees with the related information in the audited financial statements; and
- (c) major subtotals, totals and comparative information from the audited financial statements are included.

The audited financial statements of the College are available to members upon request from the College.

HILBORN  **LLP**