



December 5, 2019

The Honourable Christine Elliott, MPP  
Deputy Premier and Minister of Health  
5th Floor, 777 Bay St.  
Toronto, ON M7A 2J3

Dear Minister Elliott:

**Re: Governance Reform Recommendations**

The Council of the College of Dental Technologists of Ontario (CDTO) has had several discussions and received various presentations on improving the College's governing structure. Our work has also been informed by the recommendations from the College of Nurses of Ontario (CNO). Their thoughtful document makes several recommendations for improving their governance structure, and our Council supports their endeavour. However, given the smaller size of our College, not all of their recommendations would be appropriate for improving our governance structure. The reforms suggested by CNO are listed below, with comments on how they would best work for CDTO.

1. Reducing the size of Council.

Our Council consists of seven elected members and five or six appointed members. It works well at this membership size.

2. Increasing public member representation so there are equal numbers of dental technologists and public members on Council.

Happily, CDTO has never encountered a situation wherein the elected and public members were at significant odds with each other. On the one hand, the CDTO does not feel the need for a change in proportion. On the other hand, we recognize the belief that public confidence in the general governance system would be strengthened by the change to a 50-50 proportion, and our Council could continue to function well on that basis.

3. Appointing Council members on the basis of competencies.

Public Council members are currently appointed by the government on the basis of competencies, and provide various skills. Elected members are all dental technologists, and bring complex technical skills to the Council, which knowledge is important to the governance function. Elections to Council are believed to be an important part of having a self-governing profession by Members of the profession. Council also noted currently professional members are elected from different regions of the Province, providing the needed understanding of the differences of practice in urban, rural and remote areas. A hybrid selection model, as suggested by the CPSO, could perhaps provide both necessary competencies and facilitate ongoing dental technologist engagement in the selection process.

4. Eliminating the requirement for an Executive Committee.

Our Council has functioned well with an Executive Committee. While it would support the CNO suggestion to eliminate the requirement for such a committee, it requests that the option of having an Executive Committee be retained for those Colleges who wish it.



5. Removing the obligation for Council members to form part of the panels of statutory committees.

Council has found that Council members governance considerations benefit from their serving on committees and panels. While it supports removing the obligation that there be Council members on statutory committee panels, Council believes that there should remain an option of having Council members on such panels.

6. Remunerating, from College funds, all Council members equally.

Equal pay for equal work is an admirable goal. It must be noted, however, that smaller Colleges, such as CDTO, must perform all of the functions of large Colleges, but with a much narrower member funding base. If public members are in fact compensated at a much lower amount than elected members, asking the College to make up the difference out of College funds could put an undue strain on membership contributions. If the government accepts the principle of equal pay, then it should make up the difference, or, barring that, College's should have the option of making up the difference.

Please do not hesitate to contact us should you have any questions. The College looks forward to working with you as you make improvements in the regulatory governance of the health professions.

Sincerely,

Michael Karrantjas, RDT  
President

Judith (Judy) Rigby, CPA, CGA  
Registrar and CEO

cc: Helen Angus, Deputy Minister of Health and Long-Term Care  
Patrick Dicerri, Assistant Deputy Minister of Strategic Policy and Planning  
Allison Henry, Director of Health Workforce Regulatory Oversight