

2006-2007 ANNUAL REPORT

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MANDATE

To protect the public by regulating and guiding the dental technologist.

Objects

The College has the following objects:

1. To regulate the practice of the profession and to govern the members in accordance with the health professions Act, this Code and the *Regulated Health Professions Act, 1991* and the regulations and the by-laws.
2. To develop, establish and maintain standards of qualifications for persons to be issued certificates of registration.
3. To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession.
4. To develop, establish and maintain standards of knowledge and skill and programs to promote continuing competence among the members.
5. To develop, establish and maintain standards of professional ethics for the members.
6. To develop, establish and maintain programs to assist individuals to exercise their rights under this Code and the *Regulated Health Professions Act, 1991*.
7. To administer the health profession Act, this Code and the *Regulated Health Professions Act, 1991* as it relates to the profession and to perform the other duties and exercise the other powers that are imposed or conferred on the College.
8. Any other objects relating to human health care that the Council considers desirable.

(Health Professions Procedural Code, s.3)

2006 & 2007 COUNCIL AND STAFF

2006 Council (to December 31, 2006)

President	George Paraskevopoulos, RDT	
Vice-President	Mark Behar-Bannelier, RDT	
Secretary-Treasurer	Rekha Lakra	
Members	Sushma Bahal	(to March 2006)
	Wilhard Barth, RDT	
	Kevin Doucette, RDT	
	Murthy V.S. Ghandikota	
	Farah Khayre	
	Jill Langford, RDT	
	Ataul Haq Malick	(from March 23, 2006)
	John Tak, RDT	
	Melanie Toolsie	
	Devinder Walia	
	Adela Witko, RDT	

2007 Council (from January 1, 2007)

President	Wilhard Barth, RDT	
Vice-President	Kevin Doucette, RDT	
Secretary-Treasurer	Rekha Lakra	
Members	Albert DeLuca, RDT	
	Murthy Ghandikota	
	Jill Langford, RDT	
	Gary Lumsden	(from April 21, 2007)
	Ataul Haq Malick	
	George Paraskevopoulos, RDT	
	Danny Roth, RDT	
	Melanie Toolsie	
	Devinder Walia	
	Adela Witko, RDT	

Staff

Registrar	Emily Cheung
Manager, Registration & Administration	Hardeep Matharu
Administrative Assistant	Beverley Spencer

COMMITTEES FOR 2007

President: Wilhard Barth, RDT
Vice-President: Kevin Doucette, RDT

Statutory Committees

Executive Committee

Wilhard Barth, RDT (Chair)
Kevin Doucette, RDT
Rekha Lakra – Secretary/Treasurer
George Paraskevopoulos, RDT
Murthy Ghandikota

Registration Committee

Murthy Ghandikota (Chair)
George Paraskevopoulos, RDT
Adela Witko, RDT

Complaints Committee

Melanie Toolsie (Chair)
Jill Langford, RDT
Danny Roth, RDT
Vincent Chan, RDT (Non-Council)

Patient Relations Committee

Murthy Ghandikota (Chair)
Albert De Luca, RDT
Devinder Walia

Discipline Committee

Ataul Haq Malick (Chair)
Albert De Luca, RDT
Gary Lumsden
Adela Witko, RDT
Michael Corrigan, RDT (Non-Council)
Alan David, RDT (Non-Council)

Quality Assurance Committee

Ataul Haq Malick (Chair)
Danny Roth, RDT
Melanie Toolsie
Mark Behar-Bannelier, RDT (Non-Council)
André Dagenais, RDT (Non-Council)

Fitness to Practice Committee

Devinder Walia (Chair)
Albert De Luca, RDT
Devinder Walia

Standing Committee

Finance Committee

Rekha Lakra (Secretary/Treasurer)
Wilhard Barth, RDT (President)
Gary MacGregor (Auditor)

PRESIDENT'S REPORT

It has been a busy, productive, and transformational year for the CDTO on many fronts. In addition to regular Council duties of strategic and financial planning, work-planning, reviewing regulations, standards and policies and Committee work, Council has responded to a myriad of new challenges.

Among them are significant amendments to the *Regulated Health Professions Act*, most of which will take effect in June 2009, but will nonetheless require significant planning in order to be implemented by that time. As well, the *Fair Access to Regulated Professions Act* requires that the College make major additions and changes to its registration process, including its website in order to meet the standards of transparency, impartiality, objectivity and fairness the legislation requires. A third initiative involves a major expansion of the College's Patient Relations programme that expands the CDTO's role in outreach to other professions and to the public at large.

In addition to these governmental requirements, the Council has not lost sight of its regulatory role in supporting professional practice in the public interest. In January, based on what Council Members heard from across the dental technology profession, it established four key priorities for action in its work plan. They were identified as outsourcing, laboratory accreditation, registration of laboratory assistants and continuing review of the CDTO examination process.

During the year, the CDTO commissioned an expert report on the risks of harm associated with materials and processes used in dental technology, which it circulated to interested parties, including other governments and professions. As well, the CDTO has collaborated with the Canadian Alliance of Dental Technology Regulators (CADR) and the RCDSO to address the issue of outsourcing and address the issues of outsourcing and interpretation of the Medical Dental Devices Regulation with Health Canada Medical Devices Bureau and with Canada's Chief Dental Officer. In March, Council heard a presentation from the College of Pharmacists about the challenges it faced in the accreditation of laboratories and registration of pharmacy assistants. Through the Registration Committee, Council continues to review and refine the College examination process with a view to ensuring the best results from it.

Other initiatives throughout the year included a very successful education day held in November 2006, which also commemorated the 60th anniversary of dental technology regulation. Planning for the 2007 education day is underway. The College has also been working to encourage educational institutes to offer in-depth infection control training programmes for dental technologists. We have also been participating in collaborative meetings with other professions, meetings with government agencies and with the Federation of Regulatory Health Colleges.

The combination of new mandatory governmental requirements, coupled with the Council's commitment to address priority issues identified by the profession, have created heightened demands on the College's resources. For this reason, Council was forced to increase members' fees to enable it to continue to meet its obligations. I am pleased to say that member response to this needed increase has been broadly positive, and behalf of Council I wish to extend my appreciation for your support in this regard.

Perhaps the change with the most impact on the College was the loss of our long-time Registrar, Emily Cheung, who left us at the end of August to pursue other career interests. As most will know, Emily has been with the College since its formation in 1993 and has effectively carried the College forward to maturity and accomplishment, including such things as the development of the registration examination competency standards which resulted in standards and processes for evaluating equivalencies of dental technology programs. She also spearheaded and coordinated the Consortium of Canadian Dental Technology regulators to finalize the Mutual Recognition Agreement (MRA) that has since 2002 facilitated mobility of dental technologists across Canada. Core to the MRA was our examination competency standards. These standards were adopted by the Consortium as the yardstick to measure Canadian technicians' skills, knowledge and judgment. In more recent years, she actively participated in developing the goals and activities of the Canadian Alliance of Dental Technology Regulators (CADR). She negotiated and arranged meetings of CADR with Health Canada Medical Devices Bureau on issues relating to outsourcing of dental appliances to jurisdictions outside of Canada.

We will sorely miss Emily. On behalf of the profession, I extend to her our sincere appreciation for her consistent hard work and dedication to the CDTO over the last 14 years, and extend to her our very best wishes as she pursues her future endeavours.

As we move forward, we welcome Jim Dunsdon into the position of Interim Registrar. Jim, former Registrar of the College of Pharmacists, is well-known to the profession, having worked as a consultant with CDTO on Quality Assurance matters for the last eight years. We are please to have Jim with us to oversee the transitional period that will culminate in the selection of a permanent Registrar in 2008.

This year, we welcomed Danny Roth, RDT and Albert DeLuca, RDT to Council. John Tak, Mark Behar-Bennalier and Farah Khayre competed their terms on Council and they deserve our sincere appreciation for their contributions to the CDTO. I also wish to thank the CDTO staff for the work that has been done in the last year. Together, Members of Council, Emily and staff have worked as a team to tackle the challenges and move the CDTO progressively forward.



President, CDTO

EXECUTIVE COMMITTEE REPORT FOR THE PERIOD FROM SEPTEMBER 1, 2006 – AUGUST 31, 2007

September – December 2006

Chair: George Paraskevopoulos, RDT
Members: Mark Behar-Bannelier, RDT
Rekha Lakra
Melanie Toolsie
Adela Witko, RDT

January – August 2007

Chair: Wilhard Barth, RDT
Members: Kevin Doucette, RDT
Rekha Lakra
George Paraskevopoulos, RDT
Murthy Ghandikota

The role of the Executive Committee is defined in the Health Professions Procedural Code, Schedule 2 to the Regulated Health Professions Act and the by-laws of the College.

The committee is responsible for managing the affairs of the College. Except for making amending or revoking a regulation or by-law, the Committee may exercise the duties of Council with respect to matters that require attention between meetings of the Council. It approves appointment of investigators to investigate reports of illegal practices and of professional misconduct and incompetence of individual members. It also considers reports referred by the Quality Assurance Committee.

Listed below are some of the key activities undertaken by the Executive Committee in the 2006-2007 financial year:

1. Proposed the 2006 – 2007 Budget to Council
2. Reviewed and approved the CDTO audited Financial Statements
3. Developed and proposed CDTO strategic priorities to Council
4. Approved the involvement of the CDTO in the formalized incorporated structure of the Canadian Alliance of Dental Technology Regulators
5. Approved a proposal to review CDTO staffing structure and needs
6. Review and proposed amendments to Council to the CDTO Regulation “Notice of Meetings and Hearings”
7. Heard a presentation from the College of Pharmacists of Ontario regarding the processes of registration of pharmacy assistants and accreditation of pharmacies
8. Referred one matter to the Discipline Committee
9. Reviewed and proposed changes to the registration fee structure of the CDTO
10. Completed agreement with the Nova Scotia Association of Dental Technicians for the provision of access to the CDTO examination process and Quality Assurance program.
11. Undertook the planning of the Education Day, awards and certificate presentation ceremony planned for November 16, 2007
12. Considered the impact of both the Fair Access to *Regulated Health Professions Act 2006* and Bill 171, the *Health System Improvements Act, 2006*.
13. Approved the hiring of a Director, Professional Practices
14. Held liaison meetings with the Association of Dental Technologists of Ontario
15. Held liaison meetings with George Brown College Centre for Health Sciences
16. Supported the President and Registrar in meetings with the Ministry of Training Colleges and Universities and the Royal College of Dental Surgeons of Ontario

REGISTRATION COMMITTEE

REPORT FOR THE PERIOD FROM SEPTEMBER 1, 2006 – AUGUST 31, 2007

September – December 2006

Chair: Jill Langford, RDT
Members: Kevin Doucette, RDT
Devinder Walia

January – August 2007

Chair: Murthy Ghandikota
Members: George Paraskevopoulos, RDT
Adela Witko, RDT

The role of the Registration Committee is defined in the *Health Professions Procedural Code* of the *Regulated Health Professions Act, 1991(RHPA)*. The Committee considers and decides on terms, conditions, limitations, or refusal of any application referred by the Registrar, when the Registrar has doubts about whether an applicant has met the registration requirements. They also advise Council and make recommendations on matters relating to entry to practice standards, registration and examinations regulations, and policies.

During the year, the Registration Committee held six meetings to discharge its statutory role; to review the fairness, efficiency, and effectiveness of the registration and examination processes; and to consider the merits for introducing an Assistant Technician class of membership.

The Committee reviewed and decided on eleven (11) registration applications referred by the Registrar. Of these, five (5) were approved: four (4) were rejected and additional supporting information is being awaited from two (2) applicants.

The Committee studies and monitors the evaluation process offered by independent credential assessment agencies to ensure that applicants were offered efficient service and they receive reports that include information useful to their applications to the College.

The Committee continued to work on changing its Registration and Examination Regulations and policies to accommodate the terms of the *Mutual Recognition Agreement* signed with other provincial dental technology regulators. In March 2007, when advised of the many amendments to the *Regulated Health Professions Act*, due to proclamation of the *Fair Access to Regulated Professions Act, 2006*, the Committee started work on re-examining the fairness, transparency, and timeliness of the College's examination and registration processes. This will continue to 2008.

Since 1994, the number of registered dental technologists hovered around 500. For this reporting year, the total membership stands at 504, with 475 General Certificate registrants and 29 Inactive Certificate registrants (see Chart 2). To generate interest in the profession and to groom promising technicians, the Committee plans to study the merits of a new class of membership - Assistant Technician.

The lack of upgrading courses that can adequately prepare candidates for the registration examination continued to pose a challenge. The College did not meet with any success despite repeated efforts to seek the support of post-secondary educational institutions to offer and government to fund distance education programs in dental technology. This lack of dental technology education programs in general poses a threat to the future of the profession. Currently, 18% of the membership is at the age of 60 and more (see Chart 1). It takes a person to undergo a 3-year full-time program at the George Brown College to graduate, acquire the practical experience to pass the registration to qualify as a dental technologist. With the George Brown program graduating an average 20 students a year, the retirement of this over 60 group will take 5 years to replace. The need for more dental technology education programs is becoming more urgent each year.

Also evident is the need to review the competency standards for entry to practice as technology keep changing and demand for implant technology increases. In the past year, the Committee worked with the Registrar to contribute to the Consortium of Canadian Dental Technology Regulators' effort to obtain funding for a review of the competency standards for Canadian dental technologists/technicians.

Examinations

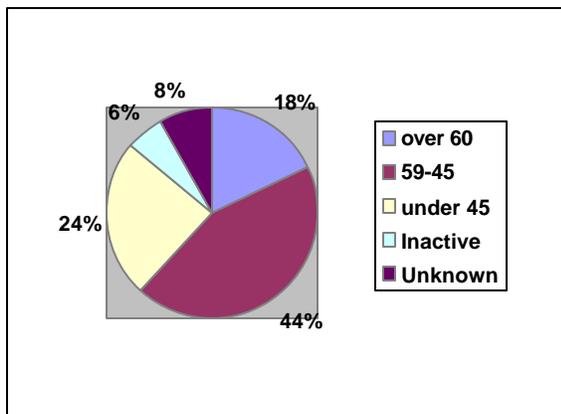
During the year, twelve internationally trained technicians sat the Eligibility Examination to prove their equivalencies. Three passed. They proceeded to take the Registration Examination in August 2007 together with 44 candidates. Results of these candidates will be reported in the 2007-08 annual report. Meanwhile, we are glad to present the results of the 2006 examination (see Chart 3).

Thanks

The Committee extends grateful thanks to the Examination Task Force, all the invigilators and markers who contributed hours and days to help the College administer and mark the examination projects. We are also thankful to Mr. Mark Behar-Bannelier, RDT, who volunteered to help unsuccessful candidates review their practical examination projects and be better prepared for the next examination.

Chart 1

Analysis of Membership by Age



Results of 2006 Registration Examination

Chart 2

General & Inactive Members by District

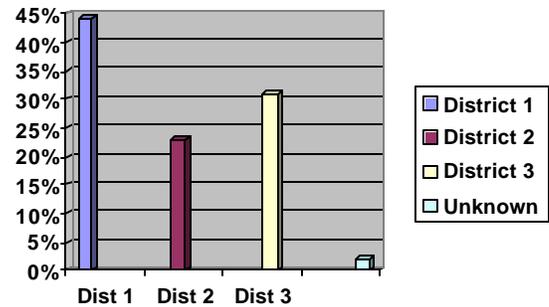
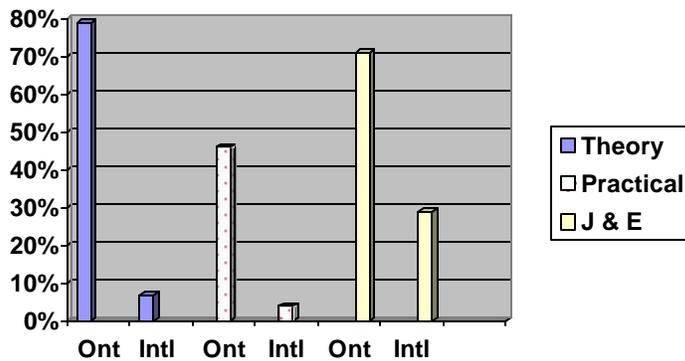


Chart 3



Complaints Committee
Report for the Period of September 1, 2006 – August 31, 2007

September – December 2006

Chair: Kevin Doucette, RDT
Members: Jill Langford, RDT
Adela Witko, RDT
Jill Langford, RDT
Vincent Chan, RDT

January – August 2007

Chair: Melanie Toolsie
Members: Jill Langford
Danny Roth, RDT
Vincent Chan, RDT

The Complaints Committee investigates complaints received by the College regarding the conduct or competence of members. The Committee disposes of every complaint according to the processes provided in the *Health Professions Procedural Code*, which ensures procedural fairness and consistency for both the complainant and the member who is subject of the complaint. The role of the Committee is mainly investigative. It may resolve cases by:

1. requiring the member to appear before the panel of the Committee to be cautioned;
2. referring the matter to the Executive Committee for incapacity proceedings;
3. referring professional misconduct or incompetence to the Discipline Committee for a hearing, or
4. taking other action deemed necessary and consistent with the spirit of the *Regulated Health Professions Act*.

During the year under review, the College received one formal complaint from a member of the public. It made decisions on three complaints received in the previous year, two of which involved advertising practices of members, and one related to the Supervision Standard. One anonymous complaint concerning illegal practice was referred to the Executive Committee, and one complaint is to go forward to the Complaints Committee.

**Quality Assurance Committee
Report for the Period from September 1, 2006 – August 31, 2007**

September – December 2006

Chair:

Wilhard Barth, RDT

Members:

Murthy Ghandikota

Farah Khayre

André Dagenais, RDT

Advisor:

Jim Dunsdon

January – August 2007

Chair:

Ataul Haq Malick

Members:

Danny Roth, RDT

Melanie Toolsie

Andre Dagenais, RDT

Mark Behar-Bannelier, RDT

Advisor:

Jim Dunsdon

The Quality Assurance Committee continued to carry out its statutory responsibilities to

- Ensure that members participate in the Quality Assurance Program;
- Review the professional development profile of members, and
- Appoint peer assessors to conduct on-site evaluation of members

The Committee actively pursued the further development of “Core Competencies” as a component of the Quality Assurance Program. Dental Technologists are expected to demonstrate their knowledge, skills and judgment in areas essential to their practices, including in areas of infection control, jurisprudence and ethics governing dental technology practice and record-keeping. The Committee proceeded with the development of a Jurisprudence Handbook and encouraged educational institutions to provide infection control programs that would meet the requirements of the CDTO approval.

The Committee also comprehensively considered the impact of Bill 171, the *Health System Improvements Act, 2006* and its impact on the CDTO Quality Assurance Program. Other areas of activity involved review of the Peer Assessment Feedback form and advertising guidelines for the profession.

Patient Relations Committee
Report for the Period September 1, 2006 – August 31, 2007

September – December 2006

Chair: Melanie Toolsie
Members: John Tak, RDT
Devinder Walia

January – August 2007

Chair: Murthy Ghandikota,
Members: Albert De Luca, TDT
Devinder Walia

The Patient Relations Committee is mandated by the *Regulated Health Professions Act* to develop and implement a patient relations program to educate members and College staff to prevent sexual abuse and/or harassment of patients while receiving dental technology service. The Committee is responsible for administration of the fund for therapy and counseling for persons found to have suffered abuse by dental technologists.

The Committee held meetings for orientation and review of the current program, and the changes to the Committee's mandate and program resulting from recent amendments to the *Regulated Health Professions Act*, which will take effect in June 2009. In this context, two of the Committee's members attended a full day workshop on the upcoming changes, provided HPRAC with a submission of the Committee's accomplishments since 2001, conducted a survey of members on patient relations issues and built the foundations of public relations campaign through the media, libraries, community centres and schools.

Discipline Committee

Report for the Period of September 1, 2006 – August 31, 2007

September – December 2006

Chair: Farah Khayre
Members: Willhard Barth, RDT
Ataul Haq Malick
John Tak, RDT

January – August 2007

Chair: Ataul Haq Malick
Members: Albert De Luca, RDT
Adela Witko, RDT
Gary Lumsden
Alan David, RDT
Michael Corrigan, RDT

The Discipline Committee is responsible for hearing allegations of professional misconduct and/or incompetence involving dental technologists, as referred by the Complaints Committee or the Executive Committee.

The Discipline Committee received one referral. It did not reach the stage of a Hearing within this reporting period.

Two public members on the Committee attended the Federation of Regulatory Health College's Discipline Hearing Workshop. The Committee was involved in two-and-a-half day training sessions in preparation for future hearings.

COLLEGE OF DENTAL TECHNOLOGISTS OF ONTARIO

AUDITORS' REPORT

The accompanying summarized statement of financial position and statement of operations are derived from the complete financial statements of the College of Dental Technologists of Ontario as at August 31, 2007 and for the year then ended on which we expressed an opinion without reservation in our report dated November 9, 2007. The fair summarization of the complete financial statements is the responsibility of the College's management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the condensed financial statements.

In our opinion, the accompanying summarized financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

The summarized financial statements do not contain all disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that this statement may be not appropriate for their purposes. For more information on the College's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Clarke Dering LLP

Toronto, Ontario
November 9, 2007

CHARTERED ACCOUNTANTS
Licensed Public Accountants

SUMMARIZED STATEMENT OF FINANCIAL POSITION AS AT AUGUST 31, 2007

	2007	2006
		Restated
ASSETS		
Current assets		
Cash	\$ 489,316	\$ 210,721
Accounts receivable and prepaid expenses	10,012	12,697
	<u>499,328</u>	<u>223,418</u>
Investments	432,955	416,678
Office furniture and equipment	15,837	8,302
	<u>948,120</u>	<u>648,398</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	180,890	113,431
Deferred revenue	357,171	205,370
	<u>538,061</u>	<u>318,801</u>
NET ASSETS		
Operating fund - unrestricted	288,553	189,166
Designated funds	121,506	140,431
	<u>410,059</u>	<u>329,597</u>
	<u>948,120</u>	<u>648,398</u>

SUMMARIZED STATEMENT OF OPERATIONS YEAR ENDED AUGUST 31, 2007

Revenue		
Registration and examination fees	554,077	501,550
Investment income	27,357	22,043
Other income	69,698	34,928
	<u>651,132</u>	<u>558,521</u>
Expenses		
Salaries and benefits	246,152	247,274
Other	301,891	341,962
	<u>548,043</u>	<u>589,236</u>
Excess (deficiency) of revenue over expenses before deducting the following	103,089	(30,715)
Misappropriated funds	22,627	88,877
Excess (deficiency) of revenue over expenses for the year	\$ 80,462	\$ (119,592)

Complete financial statements are available upon request from the office of the Registrar.