



COLLEGE OF DENTURISTS OF ONTARIO

Council Highlights

From the 73rd Meeting held Thursday, September 12, 2013

Minister of Health and Long-Term Care Addresses Council

At the start of the Council meeting, the Honourable Deb Matthews, Minister of Health and Long Term Care addressed Council and guests in the gallery. Minister Matthews remarked that the College had made a remarkable turn-around, that she was pleased with the progress it had made, and that she could now report back to Cabinet that Council has done the job that was expected of it. Minister Matthews reminded Council that it was a privilege to be a College and that it was an enormous responsibility to the public. She furthermore, reiterated that the College only has one constituent, namely, 'the public' and that the public should be the sole consideration of the College. Minister commended the Supervisor, Deanna Williams, for the changes made, welcomed the new Registrar and stated that Ms. Buahene was inheriting a strong organization.

Audited Financial Statements 2012-2013

The College's auditor, Blair MacKenzie, CA of Hilborn Ellis Grant presented the 2012-2013 audited financial statements which Council approved. The College is in a good financial health and is moving toward having an appropriate reserve; the College has operating funds for approximately 3 months.

CDO By-laws

The College's final draft of the By-laws was posted after the 72nd Council meeting for stakeholder commentary/feedback by August 23, 2013. Council approved the adoption of the By-laws of the College of Denturists of Ontario under the *Denturism Act, 1991*. The By-laws are posted on the CDO website.

National Competency Profile for Denturists

Council approved the National Competency Profile for Denturists. In 2012, the College of Denturists of Ontario, the College of Alberta Denturists, and the College of Denturists of British Columbia jointly sponsored a project to develop a national competency profile for the profession. The three regulatory bodies engaged the services of Professional Examination Service (ProExam) to facilitate development of the denturist competency profile. ProExam is a not-for-profit organization with a 70-year history in professional credentialing.

A working group from across the country was struck. The working group represented a balance of the educator, practitioner, regulator, and provincial and national professional association perspectives on the practice of denturism. The working group created an initial draft of the national competency profile, drawing upon their own subject-matter expertise as well as existing literature from educational institutions, professional associations, and regulatory bodies regarding the professional competencies of denturists. Feedback on an interim draft of the document was solicited via focus panels conducted with representatives of the regulatory community, the educational community, and the practitioner community and a final validation survey of the profile was sent to denturists across the country. The working group

reviewed all of the survey data and deemed the profile to be complete and representative of the profession. The national competency profile is structured around six major competency areas, namely, Clinical Practice, Laboratory Procedures, Professional Collaboration, Practice Management, Jurisprudence, Ethics and Professional Responsibilities, and Communication. [Click here for the National Competency Profile for Denturists.](#)

Preliminary Outline for a New Qualifying Examination

There have been many discussions throughout this past year regarding the unsustainability of the current qualifying examination (QE), particularly the practical examination from both the candidates' and the College's perspective. Council approved a preliminary outline for a proposed new practical/clinical examination called OSCE (Objective Structured Clinical Examination) to be implemented summer 2014. The QE will continue to have a written component and the OSCE will replace the current Project A, B, C and D practical examination. The National Competency Profile will provide the foundation for the new OSCE, and in time, the written examination will be mapped to the profile. The OSCE is a form of exam that is extensively used for entry-level assessment in many health professions in Canada (including the College of Denturists of BC). Its primary benefit is its ability to assess across a wide range of competencies rather than the relatively narrow scope of the current practical exam. The OSCE format typically involves 12-15 stations and assesses competency based on objective testing through observation. In each station, the candidate is expected to perform a variety of clinical tasks.

The Registrar's Report on the Qualifying Examination (QE)

Ms. Buahene reported that 68% of the candidates who sat the QE this year passed. Prior to 2012, less than 40% of the candidates who took the QE passed. The College will be offering another sitting of the current practical/clinical component of the QE, the week of January 13, 2014 and another sitting of the written component at the end of January 2014.

As an aside, the Registrar will be meeting with representatives from both George Brown College and Trillium College to present and discuss the National Competency Profile and the move toward an OSCE.

Council Recognition

Council formally thanked Deanna Williams for her guidance and leadership throughout a very challenging and trying year and a half from her appointment as the supervisor to the transition to a new Registrar. Ms. Williams set in motion processes and structures that will continue to move the College into the future in a positive manner. President Anita Kiriakou noted that Ms. Williams approach was to talk, coach, and help Council and Committees make the right decisions together. Council thanked Ms. Williams for taking the College on a journey to rediscover the importance of self-regulation.

Supervisor's Farewell Message

I prepare to take my leave as Supervisor, feeling much pride in what we, together, have accomplished over the past year and a half. The unprecedented decision to appoint a College Supervisor- the first time this has ever happened in Canada, was taken because of a number of previous decisions and actions that together culminated in a "perfect storm" for this College. During my time with you, particular attention was given to 6 key areas including entry to practice/examinations; financial oversight and controls; rebuilding of trust and relationships; CDO operating By-laws; Registration and Quality Assurance requirements and regulations, and good governance principles. One of the unique challenges facing the Denturism profession is that you are a relatively small critical mass- with just over 600 registered

denturists, the fees necessary to sustain your own independent health regulatory College have to be high. This year, despite the increased fee, almost all of you paid the annual registration fee by the due date and I thank you for this demonstration of support. This support needs to continue next year and in years to come to ensure the necessary resources are in place to sustain an independent regulatory College that is able to effectively meet its regulatory and legislative mandate for public protection. Another challenge is that you remain, to some degree, a 'divided' profession. All regulated health professions need *one* strong and robust professional advocacy association to look after the profession's interests so that the College can most effectively meet its public interest mandate. I believe that permitting personal feelings or agendas take precedent over what is best overall for Denturists in Ontario has significantly contributed to the College's difficulties in the past, and will, if not changed, continue to challenge you as a profession going forward. The scope of practice for Denturists in Ontario will need to change to appropriately reflect the degree to which actual practice and the educational curricula have evolved over the years since the RHPA was proclaimed. Government expects associations to take the lead in requests for expansions of scopes, and your profession will need strong and aligned advocates to bring this forward on your behalf. The College cannot lead such a process, but would provide its input and support for positions that are clearly aligned with its mandate to serve and protect the public interest.

I leave you and the College in great hands. Abena Buahene was selected as your new Registrar following a comprehensive search that was conducted last spring. She is a lawyer by training, and comes to the CDO from her previous position as Registrar for the College of Opticians of Ontario. Abena possesses the expertise and experience that you and the College need in order to go forward and continue on the path you are now on- the path to "right touch" regulation. Right Touch means doing the right things, and doing them right- and you need to trust and support your new Registrar as she and the CDO Council lead the College forward on this path.

It has been my honor and privilege to have met and worked with so many of you over the past year and a half. I truly am proud of what we have, during my tenure, accomplished and I wish you all the very best going forward, Deanna Williams