

ANNUAL REPORT

2018-2019



COLLEGE OF
DENTURISTS
OF ONTARIO

GOVERNANCE

agile **professionalism**
COMPETENCE

transparent

PUBLIC INTEREST

consistent



ENGAGED

accountable

PROPORTIONATE

targeted



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ABOUT THE COLLEGE

As a regulatory body, the College of Denturists of Ontario (CDO) supports the public's right to safe, competent and ethical Denturism care.

Under Ontario law, 26 health regulatory Colleges are entrusted with regulating a wide variety of health professions, all acting in the public interest.

The CDO does this by:

- Setting the requirements that must be met for an individual to practise Denturism in Ontario.
- Issuing Certificates of Registration to Denturists who meet these professional requirements. Once an individual has obtained a Certificate of Registration, they may practise Denturism.
- Establishing comprehensive Standards of Practice and policies that every Registered Denturist must follow.
- Developing and administering a Quality Assurance Program that helps Registered Denturists stay current and develop their knowledge and skills throughout their respective careers.
- Giving the public a way to raise issues and hold Registered Denturists accountable for their conduct and practice.

With the CDO's governing Council, Committees, and staff all working to serve the public interest first, the people of Ontario can have confidence in the care they receive from Registered Denturists.

MESSAGE FROM THE PRESIDENT



Dr. Ivan McFarlane

The College's mission is to regulate the profession of Denturism in the public interest.

I have the distinct honour to report that our College, led by Council, continued to work assiduously and succeeded in adhering to our mission during this past year of my presidency.

In the past, Council benefitted immensely from having sessions in governance training led by the College's Legal Counsel, and the College's Auditor. Our Legal Counsel addressed the topic 'What They Do and How They Do It' focusing on ICRC, Discipline, and the Fitness to Practice Committees.

The College Auditor provided the session on 'Financial Literacy'. These sessions, combined with College involvement and responses to shareholder consultations, informed Council and contributed immensely to its deliberations.

Based on all of this, your Council determined and approved a very important list of accomplishments which I am pleased to bring to your attention.

Here's a list of those policy accomplishments:

- Standards of Practice implemented; Conflict of Interest and Advertising (revised);
- Language Proficiency Requirements Policy amended;
- Criminal Record and Judicial Matters Check Policy amended;
- Clinical Supervision of Students, Examination Candidates, and Potential Examination Candidates Policy amended;
- Peer Assessment Eligibility and Appointment Policy amended;
- Peer Circles expanded, and
- Total funds restricted for Therapy and Counselling for victims of alleged sexual abuse increased to \$160,000.00.

The list of professionals grew to an historic high – 724 – increasing access to the high standard of care Registered Denturists provide to the people of Ontario.

The College of Denturists of Ontario is well poised to face the future as Council continued to attend to the initiatives articulated in the College's Strategic Map, first adopted in 2017. Council looks forward to continually promoting a culture of transparency and regulatory excellence in all its ventures.

Forming one of the main priorities in its Strategic Plan, Council is determined to enhance communication and stakeholder engagement by ensuring both the Public and Registered Denturists alike can easily access the website, by ensuring the Public Register reflects the highest goals of transparency and by bringing the public interest and transparency lenses to Council and Committee work.

I offer a sincere measure of gratitude to our Registrar & CEO, Dr. Glenn Pettifer, whose knowledge of professional regulation and whose management capacity have moulded an effective and efficient staff.

As I leave office I take the opportunity to thank my fellow Council members, Committee members, and the profession at large for having served our mandate well.

It has been an honour and privilege to serve as President.

A handwritten signature in black ink, appearing to read 'Ivan McFarlane', written in a cursive style.

Dr. Ivan McFarlane

STRATEGY MAP

On June 23, 2017, Council adopted the College's Strategy Map 2017-2020. The 2017-2020 Strategy Map is the product of the Council's Strategic Planning day on December 10, 2016. This Strategy Map identifies the College's priorities and charts the course of its work over the period leading up to 2020.

In this Strategy Map, Council identified three priority areas:

Priority 1: Enhanced Communication and Stakeholder Engagement

Success in the work of the College can only occur when the College engages in effective, open communication with its stakeholders. Under this Priority, Council seeks to engage in promoting public awareness of the College's role in the safe delivery of Denturism care, modernize its member communications strategy, promote transparency of the College operations, and foster interprofessional collaboration.

Priority 2: Excellence in Governance

The profession and the College have the opportunity to engage in the governance of the profession of Denturism in a manner that reflects the commitment to excellence demonstrated by the profession. The profession is committed to this excellence and because of its relatively small size, the College can be nimble as it engages in the activities that support excellence in governance. Activities associated with this priority area will be aimed at promoting a culture of public confidence and transparency, improving Council and Committee member training, clarifying Council and Committee roles, and improvement in internal policy coordination and priority setting.

Priority 3: Enhanced Relations with Educational Institutions

The College recognizes the strong contribution by educators to the profession of Denturism. For the 2017-2020 Strategy Map, Council recognized opportunities to strengthen the relationship between the College and educational program administrators, encourage quality and consistency in academic program content, and explore the relationship between the existing Denturism competency profile and new registrant needs.

CDO STRATEGY MAP 2017–2020

MISSION

To regulate and govern the profession of Denturism in the public interest.

VISION

Leading our members to provide exemplary denturism care to Ontarians.

PROMOTING REGULATORY EXCELLENCE - ACTION PLAN FOR 2017–2020

Priority 1

Enhanced Communication and Stakeholder Engagement:

- a. Promote public awareness of CDO role in safe delivery of denturism
 - i. Public awareness campaign
- b. Modernize member communications strategy
 - i. Undertake communications needs survey
 - ii. Attend Association conferences
 - iii. Introduce peer circles
 - iv. Enhance CDO webinars
- c. Promote transparency of CDO operations
 - i. Improve accessibility of website
 - ii. Ensure public register reflects highest goals of transparency
 - iii. Bring public interest and transparency lenses to Council and Committee work
- d. Foster interprofessional collaboration
 - i. Attend regular meetings of Ontario dental health regulators
 - ii. Provide collaboration guidance to members through communications strategy

Priority 2

Excellence in Governance:

- a. Promote culture of public interest and transparency
 - i. Embed public interest in all College, Council and Committee decisions
- b. Review and clarify Council and Committee roles
 - i. Review through public interest & transparency lenses
 - ii. Articulate Council and Committee competencies
- c. Improve Council and Committee member training
 - i. Leverage technology to enhance training and work of Council and Committees
 - ii. Implement mentoring process for new Council members
 - iii. Ensure agility of training that allows for response to changes in legislation and the broader regulatory landscape
 - iv. Provide regular orientation for all Council members
- d. Improve internal policy coordination and priority-setting
 - i. Establish policy coordination and oversight process

Priority 3

Enhanced Relations with Educational Institutions:

- a. Strengthen relationship between CDO and educational program administrators
 - i. Coordinate regular meetings between CDO and Ontario educational program leadership
- b. Explore whether denturism competency profile is synchronized to new registrant needs
 - i. Supplement identified deficiencies through CDO continuing education/QA program requirements
- c. Encourage quality and consistency in program content among educational programs
 - i. Explore accreditation model options
 - ii. Engage provincial counterparts in conversation exploring role of national denturism competency profile

GUIDING PRINCIPLES

Integrity, Honesty, Transparency, Accountability, Fairness, Inclusivity

COLLEGE COUNCIL

Who We Are

Officers

Dr. Ivan McFarlane, *Public Member – President & Chair*
Joey Della Marina, *Professional Member – Vice President*

Public Members

Kristine Bailey (from February 2019)
Mark Fenn (to February 2019)
Anita Kiriakou
Wangari Muriuki
Barbara Smith (to December 2018)
Hanno Weinberger

Professional Members

Jack Abergel
Abdelatif Azzouz (from June 2018)
Alexia Baker-Lanoué
Keith Collins
Robert C. Gaspar
Christopher Reis
Luc Tran (to June 2018)
Michael Vout, Jr.

What We Do

In Ontario, the self-regulation of health care professions is a partnership with the public. The operation of each regulatory college is overseen by a Council, which is like a board of directors. The Council of the College of Denturists of Ontario is made up of:

- Denturists elected by their peers (the Registrants of the College); and
- Public members appointed by the provincial government

This governing Council is chaired by the President, elected by the Council from among the public members. The Council sets out the strategic and policy direction for the College, while a staff team led by a Registrar (like a CEO) carries out the College's day-to-day work. The College has seven statutory committees that have their own regulatory responsibilities.

Council meets 3-4 times per year to discuss regulatory policy and make decisions in the public's best interest, as mandated in the [Regulated Health Professions Act, 1991 \(RHPA\)](#).



COMMITTEE REPORTS

Statutory Committees

Executive Committee

Inquiries, Complaints and Reports Committee

Discipline Committee

Fitness to Practise Committee

Patient Relations Committee

Quality Assurance Committee – Panel A and Panel B

Registration Committee

Non-Statutory Committees

Qualifying Examination Committee

Qualifying Examination Appeals Committee

EXECUTIVE COMMITTEE

Who We Are

Chair

Dr. Ivan McFarlane, *Public Member, President*

Public Members

Wangari Muriuki

Professional Members

Joey Della Marina, *Vice President*

Alexia Baker-Lanoué (from June 2018)

Luc Tran (to June 2018)

Michael Vout, Jr.

What We Do

The Executive Committee facilitates the efficient and effective functioning of Council and other committees. It also makes decisions between Council meetings for matters that require immediate attention (but cannot make, amend, or revoke a regulation or by-law). The Executive Committee serves as the committee that prepares and presents suggested changes to the College By-laws to Council. The Executive Committee also functions as the Finance Committee, receiving interim financial reports and considering any financial matters that arise during the fiscal year.

Achievements

As part of its mandate, the Executive Committee provides routine, continuous oversight to the financial management of the College. The Committee considered and approved 21 Clinic Name requests. The work of the Executive Committee provides for consistent, timely College governance on matters that arise in between Council meetings.

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

Who We Are

Chair

Barbara Smith, *Public Member*

Public Members

Kris Bailey (from March 2019)

Dr. Ivan McFarlane

Wangari Muriuki (until June 2018)

Professional Members

Alexia Baker-Lanoue

Joey Della Marina

Christopher Reis (from June 2018)

Michael Vout, Jr.

Non-Council Members of the Profession

Carrie Ballantyne (from June 2018)

Carmelo Cino

Eugene Cohen (until June 2018)

Norbert Gieger (until June 2018)

Emilio Leuzzi (from June 2018)

What We Do

When a concern about a Registered Denturist comes to the attention of the College, the Inquiries, Complaints and Reports Committee (ICRC) investigates the matter. This includes a wide range of issues related to a Registered Denturist's conduct or practice, such as:

- ignoring the basic rules of the profession;
- failing to maintain the standards of practice;
- providing inappropriate care;
- sexually abusing a patient; or
- having a physical or mental condition or disorder that interferes with the ability to practise.

Anyone can raise an issue to the College – that includes patients, their family members, Registered Denturists themselves, their colleagues or employers, and other health care professionals. By law, it is the College's duty to review all complaints about Registered Denturists who are registered to practise in

Ontario, and to give serious consideration to each matter. Members of the Inquires, Complaints and Reports Committee are trained and strive to review all complaints objectively.

Once their investigation is complete, the Inquiries, Complaints and Reports Committee has the authority to make one or more of the following decisions:

- **Take no further action.**
- **Offer guidance to the Registered Denturist in writing or in person.** This is done by the Committee when it feels that guidance will help the Registered Denturist to understand how to conduct himself or herself in the future.
- **Direct the Registered Denturist to complete education or remediation** to improve his or her practice.
- **Refer the matter** to either the Discipline Committee or to the Fitness to Practise Committee for a hearing.
- Take any other action not inconsistent with the [Regulated Health Professions Act, 1991 \(RHPA\)](#).

Achievements

- In keeping with Priority 2 “Excellence in Governance” of the College’s 2017-2020 Strategy Map which identifies a commitment to improving Council and Committee member training, in August 2018, ICRC members participated in a training and orientation session presented by Rebecca Durcan, the College’s Legal Counsel. The training session included a presentation outlining the statutory framework for the ICRC focusing on ICRC process and current practices.
- The Committee met 20 times to review 53 cases (21 of them carried forward from 2017-2018). That included 40 complaints, 8 reports, and 1 incapacity inquiry. Below are the outcomes of the ICRC deliberations, based on 49 decisions. A decision on a particular matter may involve more than one outcome.

Took no further action	21
Issued reminders or advice to member	4
Required member to appear for an oral caution	6
Required member to complete a specified continuing education or remediation program (SCERP)	9
Members referred to a separate panel of the ICRC for a Health Inquiry	2
Referred to Discipline Committee	2
Undertaking	0

DISCIPLINE COMMITTEE

Who We Are

Chair

Hanno Weinberger, *Public Member*

Public Members

Kristine Bailey (from February 2019)

Mark Fenn (to February 2019)

Anita Kiriakou

Dr. Ivan McFarlane

Wangari Muriuki

Barbara Smith (to December 2018)

Professional Members

Jack Abergel

Abdelatif Azzouz (from June 2018)

Alexia Baker-Lanoue

Keith Collins

Joey Della Marina

Robert C. Gaspar

Christopher Reis

Luc Tran (until June 2018)

Michael Vout, Jr.

Non-Council Members of the Profession

Carrie Ballantyne

Noa Grad (from June 2018)

Emilio Leuzzi

Karla Mendez-Guzman (from June 2018)

Braden Neron (until June 2018)

Marija Popovic (until June 2018)

Garnett Pryce

Bruce Selinger

Robert Velensky (until June 2018)

What We Do

The Discipline Committee considers the most serious cases where a Registered Denturist may be incompetent or may have committed an act of professional misconduct.

Professional misconduct is a breach of the regulations that reflect the accepted ethical and professional standards for the profession. A Registered Denturist may be incompetent if the care provided displayed

a lack of knowledge, skill or judgment, demonstrating that either they are unfit to practise or their practice should be restricted.

Discipline of professionals is a critical aspect of maintaining the trust of the public in health profession self-regulation. The Discipline Committee holds hearings that are like court proceedings. Hearing panels include members of both the profession and the public.

If a panel of the Discipline Committee makes a finding against a Registered Denturist, it can:

- **Revoke** a Certificate of Registration;
- **Suspend** a Certificate of Registration;
- **Place terms, conditions and/or limitations** on a Certificate of Registration;
- **Require a Registered Denturist to appear** before the panel to be reprimanded; or
- **Require a Registered Denturist to pay** a fine and/or pay the College's legal, investigation and hearing costs, and other expenses.

At the end of the process, the panel issues written decision and reasons. The College publishes these on its website, and on the online listing of registrants, the Public Register. A Summary of the decision and a full-text version of the Discipline Panel's decision and reasons are available in the member's profile that can be accessed through the College's online **Public Register** (www.denturists-cdo.com).

Achievements

This year, the Discipline Committee did not hold any hearings.

FITNESS TO PRACTISE COMMITTEE

Who We Are

Chair

Michael Vout, Jr., *Professional Member*

Public Members

Kristine Bailey (from February 2019)

Mark Fenn (to February 2019)

Anita Kiriakou

Dr. Ivan McFarlane

Wangari Muriuki

Barbara Smith (to December 2018)

Hanno Weinberger

Professional Members

Jack Abergel

Abdelatif Azzouz

Alexia Baker-Lanoué

Keith Collins

Joey Della Marina

Robert C. Gaspar

Luc Tran (until June 2018)

Christopher Reis

Non-Council Members of the Profession

Carrie Ballantyne

Carmelo Cino (until June 2018)

Noa Grad (from June 2018)

Karla Mendez-Guzman (from June 2018)

Braden Neron (until June 2018)

Marija Popovic (until June 2018)

Bruce Selinger

What We Do

As with some members of the general population, sometimes a Registered Denturist might be suffering from a physical or mental condition, illness or ailment. If this renders them unable to practise safely or effectively, that's called "incapacity".

The College is mandated to address these situations in a manner that ensures that the care to the public is not compromised. These types of matters are addressed by the Fitness to Practise Committee. The Committee is responsible for holding hearings to determine incapacity. In these matters the burden of proof rests with the College.

If a Registered Denturist is found to be incapacitated, the Fitness to Practise panel may:

- **revoke** the Certificate of Registration;
- **suspend** the Certificate of Registration (generally until the Registered Denturist has demonstrated to the College that he or she has recovered); or
- **impose terms, conditions or limitations** on the Certificate of Registration for a set or indefinite period.

The panel may also specify criteria that must be satisfied before lifting a suspension, or removing terms, conditions or limitations. The public is entitled to know the results of all proceedings when a Registered Denturist is found to be incapacitated. This information is available on the College's online **Public Register** (www.denturists-cdo.com).

Achievements

There were no Fitness to Practise hearings this fiscal year.

PATIENT RELATIONS COMMITTEE

Who We Are

Chair

Alexia Baker-Lanoué, *Professional Member*

Public Members

Mark Fenn (to February 2019)

Anita Kiriakou (from February 2019)

Dr. Ivan McFarlane (to June 2018)

Hanno Weinberger (from June 2018)

Professional Members

Jack Abergel (to June 2018)

Keith Collins

Robert C. Gaspar

Christopher Reis

Non-Council Members of the Profession

Abdelatif Azzouz (to June 2018)

Carrie Ballantyne (to June 2018)

Norbert Gieger (from June 2018)

Elizabeth Gorham-Matthews

What We Do

The Committee oversees the patient relations program, including implementing measures for preventing or dealing with sexual abuse of patients. It administers the funding program for therapy and counselling for patients who have been sexually abused. The Patient Relations Committee also advises the Council on a program to enhance relations between Registered Denturists and their patients. The program includes education of the profession, Council and staff and the provision of information to the public.

Achievements

- Met 3 times during the year to consider the legislative framework surrounding the Patient Relations Committee and its mandated responsibilities related to program items, including funding for support for therapy and counselling for victims of sexual abuse by members of the College.

- Developed Terms of Reference which were approved by Council on December 14, 2018.
- Considered elements of a sexual abuse prevention plan including education for members, education for students, guidelines for the conduct of members, training for College staff, provision of information to the public, funding for therapy and counselling, and a process for the evaluation of the program's effectiveness.
- Directed staff to review and update information sheets and application forms which were made available for members of the public to apply for funding for therapy.
- Will continue to have an oversight role of applications for funding to ensure that patients are being served and the College is being responsive.

QUALITY ASSURANCE COMMITTEE

What We Do

As part of belonging to a College, Registered Denturists must maintain and enhance their knowledge, skill and judgment – all to keep providing appropriate high-quality care that the public expects. The Quality Assurance (QA) program is one way that the College gives Registered Denturists the tools and feedback to continually improve their competence. That adds to public protection.

Through the Quality Assurance Committee, the College promotes continuing competence among registrants. The robust QA program requires:

- All Registered Denturists to complete a self-assessment once each CPD cycle – this is a tool that assists practitioners in identifying areas in their practice that may require improvement; identifying specific learning needs; and developing a document that records those needs in a learning plan (goals and timelines);
- All Registered Denturists to pursue continuing professional development (at least 10 credits annually) and maintain a professional portfolio (an organizational tool that contains all information related to participation in QA); and
- Randomly-selected Registered Denturists to participate in a Peer & Practice Assessment, to ensure that the treatment environment demonstrates, ethically and physically, the highest regard for the patient's well-being.

PANEL A

Who We Are

Chair

Keith Collins, *Professional Member*

Public Members

Anita Kiriakou

Hanno Weinberger

Professional Members

Jack Abergel (until June 2018)

Abdelatif Azzouz

Non-Council Members of the Profession

Karla Mendez-Guzman (from June 2018)

Marija Popovic

Robert Velensky (until June 2018)

Achievements

- Met 5 times during the year to develop Quality Assurance Program components, monitor compliance with the Continuing Professional Development requirements, and review Peer & Practice Assessment reports. Of the 36 assessments, 17 were satisfactory, 11 required some remedial action and 3 participated in modified non-clinical assessments.
- Continued development of the new Self-Assessment Tool by completing the content and working with a third-party vendor to develop the online application.
- Launched the Peer Circles project, which included attending the 2018 Perfecting Your Practice conference hosted by the Denturist Association of Ontario.
- Implemented revisions to the Peer Assessor Eligibility and Appointments Policy.

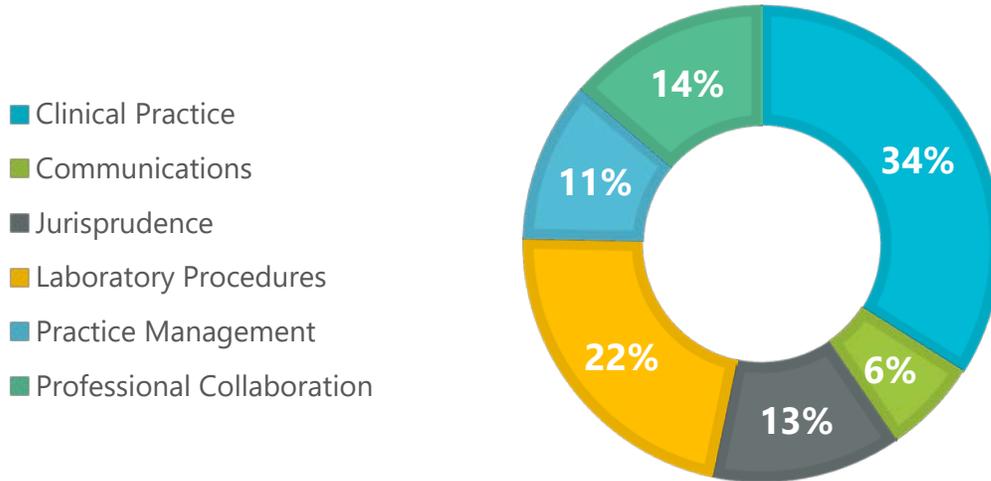
30.3 hours

The **average number of CPD hours** reported by Registered Denturists in 2018-2019

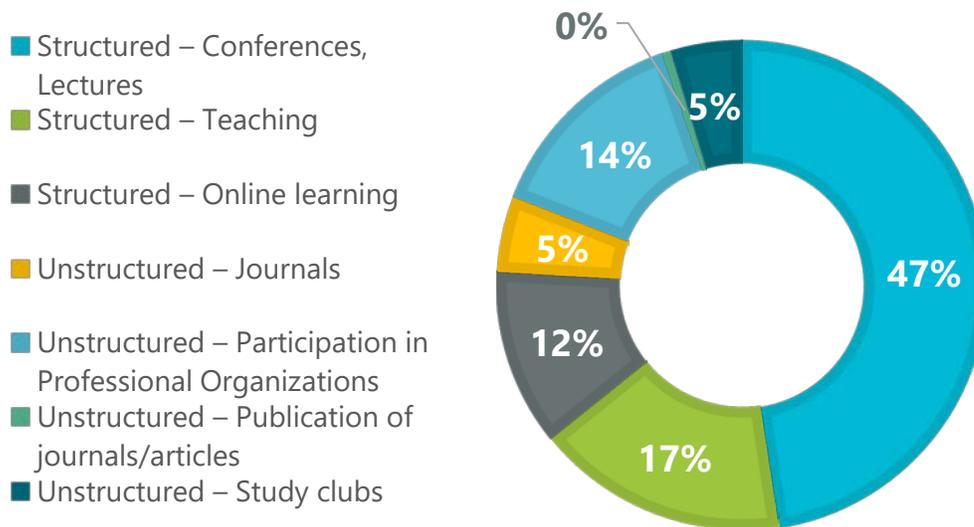
The **total number of CPD hours** reported by all Registered Denturists in 2018-2019

20,891 hours

CPD CREDITS REPORTED BY TOPIC



CPD CREDITS REPORTED BY ACTIVITY TYPE



PANEL B

Who We Are

Chair

Hanno Weinberger, *Public Member*

Public Members

Barbara Smith (until June 2018)

Professional Members

Robert C. Gaspar

Christopher Reis

Non-Council Members of the Profession

Carrie Ballantyne

Tom Bardgett (until June 2018)

Theodore Dalios (until June 2018)

Noa Grad (from June 2018)

Damien Hiorth (until June 2018)

Patrick McCabe (until June 2018)

Braden Neron

Achievements

- Met twice, with a mandate to recommend to Council new or revised Standards of Practice and guidelines associated with providing patient care. Standards describe the College's expectations for professional practice.
- The following Standards of Practice and Guides were developed:
 - Guide: Post-Insertion Patient Education and Continuity of Care
 - Standard of Practice: Professional Collaboration
 - Standard of Practice: Professional Boundaries, and
 - Code of Ethics.
- The following Standards of Practice were implemented:
 - Conflict of Interest, and
 - Advertising (Revised).

- The College offers webinars related to Standards of Practice. These webinars assist members of the profession with understanding the expectations articulated in the Standards. Webinars are available as live presentations or on-demand recorded presentations that Registered Denturists can access at their convenience. The following table summarizes the number of sessions, attendees and on-demand views of the webinars:

Standard	# of Sessions	# of Attendees	On Demand Views
Record Keeping	5	88	53
Informed Consent	6	66	49
Confidentiality & Privacy	8	100	94
Advertising	8	135	79
Conflict of Interest	8	148	55

PEER CIRCLES WORKING GROUP

The Peer Circle, an innovative continuing professional development tool, was developed in collaboration between the College of Denturists of Ontario and several members of the profession. Peer Circles was launched in November 2018 and has received widespread support and positive feedback from all participants.

As part of the development, members of the profession volunteered to either draft cases that were used in the Peer Circle discussions or act as facilitators of these discussions. The College acknowledges the hard work and dedication from the following members:

Facilitators

Carrie Ballantyne
Sanjiv Biala
Xin (Cindy) Chen
Paul Conrad
Naresh Garg
Adam Lima
David Mulzac
Braden Neron
Christine Reekie
Tessa Tsang
Robert Velensky

Consultant

Dr. Anthony Marini, Martek Assessments

REGISTRATION COMMITTEE

Who We Are

Chair

Elizabeth Gorham-Matthews, *Non-Council Member*

Public Members

Mark Fenn (until February 2019)

Anita Kiriakou

Wangari Muriuki

Professional Members

Jack Abergel (from June 2018)

Robert C. Gaspar

Luc Tran (until June 2018)

Non-Council Members of the Profession

Damien Hiorth (until June 2018)

Karla Mendez-Guzman (from June 2018)

What We Do

The College ensures that people using or applying to use the title of Denturist in Ontario are qualified. A big part of that is the registration process.

To be registered for the first time, applicants must demonstrate that they have met the strict criteria that are required to practise safely and competently. To continue to practise, all Registered Denturists must renew their registration annually.

The Registrar reviews all initial registration applications. If an applicant does not meet one or more of the registration requirements, or if the Registrar proposes to refuse the application, the matter is referred to the Registration Committee for consideration. Decisions of the Registration Committee can be appealed through the Health Professions Appeal and Review Board (HPARB).

To ensure that only academically qualified individuals attempt the Qualifying Examination, the Committee conducts academic assessments for out-of-province and internationally educated candidates to determine if their education is equivalent to a Diploma in Denturism from George Brown College in Ontario.

The Committee also monitors the number of practice hours a Registered Denturist completes, ensuring that the number of hours required to maintain competence are obtained.

During 2018-2019, the College had 48 new registrants, 20 members resigned their Certificate of Registration and 13 members were suspended for non-payment of registration fees. As of March 31, 2019, the College had 724 registrants.

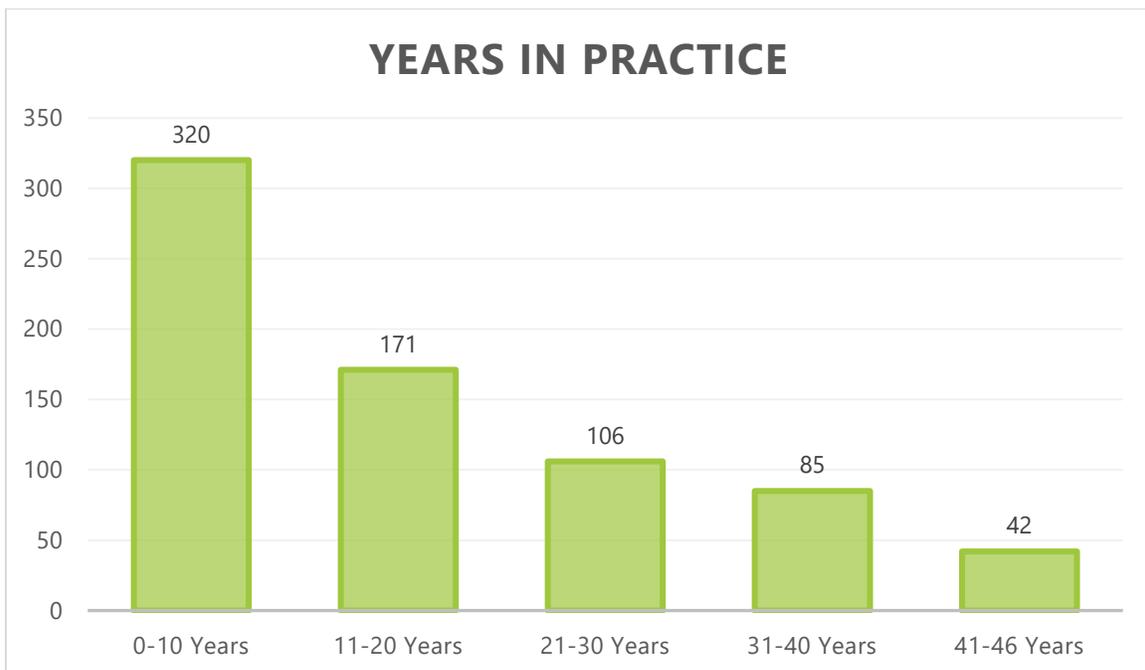
The public can be confident that everyone registered to practise Denturism in Ontario is responsible for meeting the strict entry-to-practice requirements, Standards of Practice, quality assurance requirements and other criteria of the College.

Achievements

- Met 8 times
- Conducted 8 academic assessments.
- Considered 3 applications for registration.
- Considered 2 practice hours matters.
- Considered 1 approval of terms, conditions and limitations for registration.
- Continued to work collaboratively with the Ministry of Health and Long-Term Care on revising the College's Registration Regulation.
- Participated in ongoing training and development regarding the application of fair access law and registration practices recommended by the Ontario Fairness Commissioner.
- Participated in the Ontario Fairness Commissioner's registration practices assessment.
- Piloted the College's newly developed Jurisprudence program. The purpose of this program is to give Registered Denturists a deeper understanding of the regulatory framework in which they practise.
- Launched the Jurisprudence program that consists of a manual and an accompanying online examination module.
- Implemented revisions to the following Registration policies:
 - Criminal Record and Judicial Matters Check Policy
 - Language Proficiency Requirements Policy, and
 - Clinical Supervision of Students, Examination Candidates, and Potential Examination Candidates Policy

48.3% The percentage of Registered Denturists who are **practice owners**

The percentage of Registered Denturists who practice in a **solo practice setting** **40.6%**



QUALIFYING EXAMINATION COMMITTEE

Who We Are

Chair

Christine Reekie, *Non-Council Member*

Public Members

Mark Fenn (until June 2018)

Anita Kiriakou (from June 2018)

Professional Members

Joey Della Marina

Robert C. Gaspar (until June 2018)

Non-Council Members of the Profession

Abdelatif Azzouz

Karla Mendez-Guzman (from June 2018)

What We Do

The Qualifying Examination Committee (QEC) is responsible for making recommendations regarding the content and administration process of the Qualifying Examination.

The Qualifying Examination is grounded in the examination of professional judgment and provides for a comprehensive assessment of entry to practice skills.

Achievements

- The Committee met on several occasions and completed the item selection process ensuring that examination content is fair and relevant to the day to day practice of denturism. Following each administration of the Qualifying Examination, the Committee met to review the item analysis for each component.
- The QE working groups consisting of several practicing denturists continue to develop and refine examination materials and content for both the Multiple-Choice Question (MCQ) & Objective Structured Clinic Examination (OSCE) examinations. MCQ item writing workshops were held to write new questions for various competency areas identified in the examination blueprint. An OSCE working group met and developed several new interactive stations that will

be incorporated into the OSCE item bank.

- The Committee approved a policy revision schedule outlining the current QE policies with a recommended order of review based on their approval and revision dates. This is in line with the Council's Strategic Plan for 2017-2020, Priority 2 "Excellence in Governance" which includes improving internal policy coordination and priority-setting through establishing an oversight process.

QUALIFYING EXAMINATION APPEALS COMMITTEE

Who We Are

Chair

Michael Vout, Jr., *Professional Member* (from June 2018)

Professional Members

Alexia Baker-Lanoue

Public Members

Dr. Ivan McFarlane (to June 2018)

Hanno Weinberger (from June 2018)

Non-Council Members of the Profession

Carmelo Cino (to June 2018)

Noa Grad (from June 2018)

Emilio Leuzzi (to June 2018)

What We Do

The Committee is responsible for reviewing appeals of the results of the Qualifying Examination.

Achievements

- Received and adjudicated 2 appeals from the Summer 2018 administration of the Qualifying Examination.
- Received and adjudicated 1 appeal from the Winter 2019 administration of the Qualifying Examination.

QUALIFYING EXAMINATION WORKING GROUP AND OSCE ASSESSORS

The development and successful administration of the Qualifying Examination requires the commitment and expertise of many professional members. Their dedication to the continuous improvement of the Qualifying Examination reflects a strong sense of professionalism and responsibility to the process of professional self-regulation.

Working Groups continue to meet on a regular basis to develop and refine examination materials and content for both the Multiple-Choice Question (MCQ) and Objective Structured Clinic Examination (OSCE) components of the Qualifying Examination.

Professional Members

Sean Akkawi
Matthew Barclay-Culp
Douglas Beswick
Jeffrey Choi
Paul Conrad
James Durston
Marianne Dyczka
Annie Gallipoli
Julian Garber
Naresh Garg
Akram Ghassemiyan
Norbert Gieger
Sultana Hashimi
Esther Kang
Eric Kim
Ricardo Laboni
Brandon Lilliman
Adam Lima
Tudor Markovski
Anette McTaggart

Dean McTaggart
David Mulzac
Braden Neron
John Rafailov
Adita Shirzad
Chi-Sam Tran
Luc Tran
Sam Tran
Ben Vorano
Carlo Zanon

Chief Examiner

Robert Velensky (Summer 2018, Winter 2019)

Consultant

Dr. Anthony Marini, Martek Assessment

COLLEGE OF DENTURISTS OF ONTARIO

SUMMARY FINANCIAL STATEMENTS

MARCH 31, 2019

HILBORN_{LLP}

Report of the Independent Auditor on the Summary Financial Statements

To the Council of the College of Denturists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2019, 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 Denturists of Ontario (the "College") for the year ended March 31, 2019.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, on the basis 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 September 6, 2019.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements on the basis 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
September 6, 2019

Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF DENTURISTS OF ONTARIO

Summary Statement of Financial Position

March 31	2019 \$	2018 \$
ASSETS		
Current assets		
Cash	2,487,731	2,271,148
Prepaid expenses	28,204	17,788
	2,515,935	2,288,936
Capital assets	76,621	86,513
Intangible assets	9,288	1,829
	85,909	88,342
	2,601,844	2,377,278
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	146,256	175,176
Deferred registration fees	319,847	331,851
	466,103	507,027
Deferred lease incentives	50,392	58,791
	516,495	565,818
NET ASSETS		
Invested in capital and intangible assets	54,229	51,382
Internally restricted for therapy and counselling	160,000	160,000
Internally restricted for complaints and discipline	360,000	360,000
Unrestricted	1,511,120	1,240,078
	2,085,349	1,811,460
	2,601,844	2,377,278

COLLEGE OF DENTURISTS OF ONTARIO

Summary Statement of Operations

Year ended March 31	2019 \$	2018 \$
Revenues		
Registration fees	1,412,010	1,381,076
Examination fees	253,600	230,675
Administration fees	18,708	14,183
Investment income	19,145	15,430
	<u>1,703,463</u>	<u>1,641,364</u>
Expenses		
Salaries and benefits	474,407	481,328
Examinations	315,362	314,991
Council and committees	17,466	19,246
Professional fees	150,462	123,868
Quality assurance	45,003	55,137
Rent	100,719	101,687
Complaints and discipline	134,869	45,563
Office and general	166,793	154,885
Amortization of capital assets	22,531	22,831
Amortization of intangible assets	1,962	544
	<u>1,429,574</u>	<u>1,320,080</u>
Excess of revenues over expenses for year	<u>273,889</u>	<u>321,284</u>

Note to Summary Financial Statements

March 31, 2019

1. **Basis of presentation**

These summary financial statements have been prepared from the audited financial statements of the College of Denturists of Ontario (the "College") for the year ended March 31, 2019, on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the statements of changes in net assets and cash flows and the information disclosed in the notes to the audited financial statements have not been presented.

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

HILBORN

LISTENERS. THINKERS. DOERS.