



COLLEGE OF DENTURISTS OF ONTARIO

COUNCIL HIGHLIGHTS

69TH Meeting of the Council of the College of Denturists of Ontario
Held Friday, September 14, 2012

Supervisor Message:

Dear Colleagues:

I am pleased to share with you highlights of the 69th meeting of the CDO Council, held in Toronto last Friday, September 14, 2012.

Thank you to all who provided your comments and feedback respecting the proposed changes to the CDO operating by-laws. Comments and discussion points received were considered by myself, the Executive Committee and Council of the CDO, and will be taken into consideration before finalizing the by-laws. In particular, I hear clearly the comments regarding the proposed fee increase of \$500.00 per member for our next fiscal year. Embracing the principles of transparency and accountability, I believe that any proposed increases must be based on evidence that such increases are both necessary and appropriate. As such, I will be reviewing carefully the proposed budget for next year (2013-14) with our Executive Committee before making and communicating a final decision respecting next year's fees.

SELF-REGULATION IS A PRIVILEGE, NOT A RIGHT- If the profession wishes, as I have been led to believe you do, to maintain the privilege of self-regulation, then EVERYONE must pay the fees owing to the College by the due dates. This year, approximately 20% of the membership did not pay their fees by the due date. This results in revenue losses to the CDO but also increased administration costs "chasing down" the fees owing. This is an unacceptable and unsustainable practice if the College, which is dependent on member fees to sustain its operations, is to continue to operate as an independent and self-regulatory body. The College currently has limited operating and capital reserves, and simply cannot meet its regulatory and legislative mandate if it is not in the financial position to do so.

As noted in our Council discussions, this College has the same obligations with 600 members as do our much larger colleagues in other professions. We do not get a break because of our size. Accordingly, it is necessary to look at what the anticipated costs of meeting our regulatory and legislative mandates are, and then setting the fees necessary to operate as we need to do. It will also be necessary over the next 3-5 years to start building healthy operating and capital reserves (generally 3-6 months is considered best practice). Had the College had appropriate operating and capital reserves in place coming into 2012, the need for a special levy this year could have been avoided. However, this was not the case.

I am here to assist the College of Denturists to get operations of the organization back on track and I am depending on the support of the profession as I continue my work. The success of this initiative depends on you. I am optimistic that with your support our efforts will be successful.

As always, please feel free to contact me directly with your comments or concerns.

Thank you,

Deanna Williams
Supervisor

SPECIAL ONE-TIME FEE LEVY OF \$250.00 PER MEMBER DUE NOVEMBER 30, 2012

As proposed in the new CDO operating by-laws, a special one-time fee of \$250.00 (plus HST) per member will be levied on each registered Denturist in Ontario. This levy is necessary in order to cover this year's operating expenses, in particular to cover extraordinary expenses accrued from the previous fiscal year as well as operational and capital expenses not accounted for in the previous budget.

All members of the College can expect to receive a notice and invoice by the end of September.

***NOTE: THIS SPECIAL ONE-TIME FEE OF \$250.00 (plus HST) IS LEVIED ON EVERY DENTURIST REGISTERED IN ONTARIO ON OR BEFORE JULY 1, 2012 AND IS DUE TO THE COLLEGE NO LATER THAN NOVEMBER 30, 2012.**

NB* Council agreed that the special one-time levy will not apply to newly registered members of the College and as such will not be levied to any members registered after July 1, 2012.

RATIONALE FOR THE LEVY:

Without the levy, the College of Denturists will be operating this fiscal year in a deficit position. There were a number of pending actions that were before the College but not yet resolved before the year end of March 31, 2012. While it may have appeared that the College was in fact in a surplus position, the fact that funds were already "spoken for" in order to bring resolution to these pending matters resulted in the need to bring these expenditures forward as "accruals" into this operating year. The amount of the expenditures for these accrued and extraordinary matters is just under \$50,000.00. In addition, it was necessary to commit unbudgeted funds to purchase licensed software, as well as a new server and system upgrade in order to bring the College to where it needs to be both from a regulatory and operational position.

The levy is also needed to cover previously unbudgeted costs for staff and consultants - namely, costs of seconding a staff person from another College to lead Registration and Quality Assurance areas during a maternity leave as well as costs to strengthen the current staff complement. The costs for the psychometric services rendered by Dr. Anthony Marini (PhD) with respect to the 2012 CDO Licensing Examinations and the costs not yet rendered to Professional Examination Services to begin the process to develop urgently needed entry level competencies for newly registered Denturists. This process will begin within the next several weeks.

As noted above, had the College had appropriate operating and capital reserves in place coming into this year, this special one-time levy would not be necessary.

OFFSETTING THE LEVY:

To offset the levy, effective immediately the administrative fee of \$40.00 previously charged by the CDO to members wishing to pay their fees by credit card is eliminated. We hope that all members going forward will take advantage of this change and register and pay your fees online at no extra charge to you.

APPROVAL OF FINANCIAL STATEMENTS FOR YEAR ENDED MARCH 31, 2012

The Financial Statements were presented by Hilborn Ellis Grant and were approved by Council. The Financial Statements, now approved can be found on the College's website and will be included in the CDO Annual Report 2011-2012 which is due out this fall.

Link to [2011-12 CDO Summary Financial Statements](#)

APPROVAL OF AUDITOR FOR 2012

The appointment of Hilborn Ellis Grant as financial auditor to the College for the 2012-2013 fiscal year was approved.

NEW PUBLIC MEMBERS OF COUNCIL

Council welcomed three new Public Members to the Council table. All come to the CDO Council with experience as public appointees to other health and non-health regulatory Colleges. These include Respiratory Therapy, Pharmacy, Dental Hygiene and Chartered Accountants. The three new Public Members are Barbara Smith (Hamilton), Barry Solway (Toronto) and Thomas Baulke (Collingwood).

PROPOSED REVISIONS TO CDO'S OPERATING BY-LAWS

The proposed revised by-laws were circulated to members and other stakeholders for a 60 day consultation session. Feedback was requested back to the Supervisor by September 4, 2012. Over the summer months the Supervisor and President met with representatives from the two denturist associations, the DAO and the DGO, to discuss the rationale for some of the proposals.

Two formal written submissions were made to Council by the Denturist Association of Ontario and by the Denturist Group of Ontario, and written comments were provided by email from one independent member of the College.

In total, the College received 3 responses.

EFFECTIVE IMMEDIATELY

Coming into effect immediately are the requirement that all members pay the special one-time levy of \$250.00 (plus HST) by November 30, 2012 and the new honoraria amounts for all professional members of the College who are involved on behalf of the College through Council, committees and other initiatives.

All comments received have been reviewed and carefully considered. Some further revisions are being made pursuant to comments received and the final revised by-laws will be provided to Council and published on the College's website as soon as possible.

DEVELOPMENT OF ENTRY LEVEL COMPETENCIES TO BEGIN

Council received information for the proposal from Professional Examination Services (PES) regarding the process for developing entry level competencies for newly registered Denturists, which the Executive Committee had approved at its meeting in August. The Supervisor reported that the regulatory bodies for Denturism in both Alberta and British Columbia have expressed their desire to partner with the CDO in this process, and Registrars in all jurisdictions across Canada have also been approached in the hope that the process will be national in scope with national entry level competencies produced that can be adopted or adapted across Canada.

These entry level competencies, once developed will give rise to educational outcomes against which the educational curricula for acceptable Denturism programs will be based and the accreditation standards against which these programs are accredited. Finally, the competencies will form the development of an examination blueprint for what we hope will become a national entry level examination for Denturists in Canada.

This fall, PES will be seeking nominations from interested members and stakeholder representatives to participate in various stages of the development process. Your participation in this process is important, and most welcome.

DATE OF THE NEXT COUNCIL MEETING IS FRIDAY, DECEMBER 14, 2012