



COLLEGE OF  
DENTURISTS  
OF ONTARIO

2017-2018

ANNUAL REPORT

**TARGETED**



*targeted*

**PUBLIC INTEREST**

**GOVERNANCE**

*agile*

**PROFESSIONALISM  
COMPETENCE**

*proportionate*

*accountable*

*consistent*

**ENGAGED**

**TRANSPARENT**





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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, 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 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.



# M E S S A G E F R O M T H E P R E S I D E N T



Dr. Ivan McFarlane

As President of the College Council, it is my privilege to work with all members of Council as we undertake to accomplish the College's mission – to regulate the profession of Denturism in the public interest.

Each Council member has discharged their important role in ensuring that the public has unfettered access to safe, competent, and ethical professional care and service, while simultaneously promoting the collaborative measures that assist Registered Denturists in practising in a safe, competent and ethical manner. These measures also assist Registered Denturists in maintaining their professional competence throughout the course of their career.

My first duty is to acknowledge the work of retiring Council members who have served the Council and College so well over the past year; to thank Council for electing me to this important position of President; and, to welcome those professionals newly elected to Council, and the public members appointed by the Lieutenant Governor in Council. I have benefited from working with, and learning from, all of you in the past year.

This past year saw Council very active and engaged. All Committees worked hard and assiduously to deal with the spate of legislative changes to the RHPA and Ministerial directives.

What follows is a list of our achievements this past year.

1. Patient Protection

The Protecting Patients Act, 2017 (including an amendment to the RPHA, 1991) strengthened the zero-tolerance policy on patient sexual abuse, increased the support of victims of sexual abuse by regulated health professionals, and improved regulatory oversight and accountability of health profession regulatory colleges.

2. Patient Privacy

The Personal Health Information Protection Act (PHIPA) 2004 was amended to increase patient privacy and improve accountability and transparency in the health care system.

### 3. Strengthening Oversight and Safeguarding the Quality of Care

The Strengthening Quality and Accountability for Patients Act, 2017 introduced key changes to legislation dealing with long-term care facilities and pharmaceutical companies.

In addition to these measures, your Council approved Standards of Practice on Informed Consent, Confidentiality & Privacy, Advertising, and a policy on Quality Assurance Program requirements for Denturists.

Council also approved and oversaw the development of three major Program Initiatives:

Peer Circles: This element of the Quality Assurance Program was developed to provide Registered Denturists with a rewarding opportunity to collaborate in groups as they discussed challenging practice issues. The Peer Circle initiative also fosters the development of enhanced problem-solving skills. Development of this initiative included case writing and facilitator training;

Self Assessment Tool: This is another element of the Quality Assurance Program that is under development. The self-assessment tool is designed to assist Registered Denturists in identifying those areas of their practice that may benefit from further education, training or review. This past year saw the development of content and an online platform for this tool;

Jurisprudence Program: This program was developed with a view to providing Registered Denturists with an opportunity to gain a deeper understanding of the requirements to practice as a regulated health professional. The Jurisprudence program provides a thorough review of the legislation, regulations and standards that establish the regulatory framework for the practice of Denturism in Ontario.

I would like to offer very sincere and special acknowledgements to the members of the College who volunteered their time and talent to assist the College and Council in its Committee work. Much of the success of the College is due to the commitment of members of the profession to assisting the College with its work. This success is also attributable to the dedication of the Registrar & CEO and staff, including the College's legal counsel. Their work has been invaluable as the College executes its mission to regulate and govern the profession of Denturism in the public interest.

In 2017, the College Council adopted a Strategy Map for 2017-2020. This map charts the course for the College's efforts over the next three years. It is an ambitious plan and an exciting time as the College moves forward with this work of promoting regulatory excellence and leading our members to provide exemplary Denturism care to the people of Ontario.

Respectfully submitted by:





# STRATEGY MAP SUMMARY

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 inter-professional 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.

The Strategy Map 2017-2020 charts the work of the College over the next three years. It is an ambitious yet attainable plan, particularly given the commitment and skill of the public members of the Council and all of the members of the profession, Council members and non-Council members who are committed to, and assist with, the work of the College.

# 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

## OFFICERS

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

## PROFESSIONAL MEMBERS

Jack Abergel  
 Alexia Baker-Lanoué  
 Keith Collins  
 Robert C. Gaspar  
 Christopher Reis  
 Luc Tran  
 Michael Vout Jr.

## PUBLIC MEMBERS

Arnella Csongradi  
 Mark Fenn  
 Anita Kiriakou  
 Wangari Muriuki  
 Barbara Smith  
 Hanno Weinberger

## 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. These committees also consists of Registered Denturists and public members.

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

Registration Committee

Quality Assurance Committee

Panel A

Panel B

Patient Relations Committee

Discipline Committee

Fitness to Practise Committee

## NON-STATUTORY COMMITTEES

Qualifying Examination Committee

Qualifying Examination Appeals Committee

# EXECUTIVE COMMITTEE

## WHO WE ARE

### Chair

**Dr. Ivan McFarlane** *Public Member, **President***

### Professional Members

Joey Della Marina, Vice President  
 Luc Tran  
 Michael Vout Jr.

### Public Members

Wangari Muriuki

## 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). However, 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 26 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*

### Professional Members

Alexia Baker-Lanoue  
Joey Della Marina  
Christopher Reis  
Michael Vout Jr.

### Public Members

Wangari Muriuki  
Dr. Ivan McFarlane

### Non-Council Members of the Profession

Carmelo Cino  
Eugene Cohen  
Norbert Gieger

## 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 Professional Act, 1991 (RHPA)*.

## A C H I E V E M E N T S

- 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 **July 2017**, 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. Members were introduced to a new decision-making tool that included a risk assessment framework and a risk assessment flow chart.
- The Committee met **19** times to review **74** cases (**20** of them carried forward from 2016-2017). That included **54** complaints, **19** 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.

|  |    |
|--|----|
| <b>Took no further action</b>  | 26 |
| <b>Issued reminders or advice to member</b>  | 12 |
| <b>Required member to appear for an oral caution</b>   | 3  |
| <b>Required member to complete a SCERP – specified continuing education or remediation program</b> | 3  |
| <b>Referral to a separate panel of the ICRC to conduct an incapacity inquiry</b>                   | 5  |
| <b>Referred to Discipline Committee</b>  | 0  |
| <b>Undertaking</b>   | 1  |

# DISCIPLINE COMMITTEE

## WHO WE ARE:

### Chair

**Hanno Weinberger**, *Public Member*

### Professional Members

Alexia Baker-Lanoue  
 Jack Abergel  
 Keith Collins  
 Joey Della Marina  
 Robert C. Gaspar  
 Christopher Reis  
 Luc Tran  
 Michael Vout Jr.

### Public Members

Mark Fenn  
 Anita Kiriakou  
 Dr. Ivan McFarlane  
 Wangari Muriuki  
 Barbara Smith

### Non-Council Members of the Profession

Carrie Ballantyne  
 Emilio Leuzzi  
 Braden Neron  
 Marija Popovic  
 Garnett Pryce  
 Bruce Selinger  
 Robert Velensky

## 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.

This year, a panel of the Discipline Committee held 1 hearing. Findings of professional misconduct were made against the following member:

- Hong (Tracy) Tran

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](http://www.denturists-cdo.com)).

# FITNESS TO PRACTISE COMMITTEE

## WHO WE ARE

### Chair

**Michael Vout Jr.,** *Professional Member*

### Professional Members

Alexia Baker-Lanoue  
Jack Abergel  
Keith Collins  
Joey Della Marina  
Robert C. Gaspar  
Luc Tran  
Christopher Reis

### Public Members

Arnella Csongradi  
Mark Fenn  
Anita Kiriakou  
Dr. Ivan McFarlane  
Wangari Muriuki  
Barbara Smith  
Hanno Weinberger

### Non-Council Members of the Profession

Abdelatif Azzouz  
Bruce Selinger  
Carrie Ballantyne  
Carmelo Cino  
Braden Neron  
Marija Popovic

## 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 Public Register that is accessed on the ([www.denturists-cdo.com](http://www.denturists-cdo.com)).

There were no Fitness to Practise hearings this fiscal year.

# PATIENT RELATIONS COMMITTEE

## WHO WE ARE

### Chair

**Alexia Baker-Lanoué**, *Professional Member*

### Professional Members

Jack Abergel  
Keith Collins  
Robert C. Gaspar

### Public Members

Mark Fenn  
Dr. Ivan McFarlane

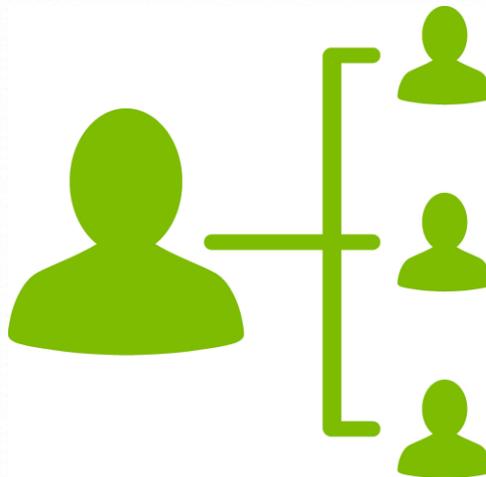
### Non-Council Members of the Profession

Elizabeth Gorham-Matthews  
Abdelatif Azzouz  
Carrie Ballantyne

## 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.

The Committee did not meet during this fiscal year.



# QUALITY ASSURANCE COMMITTEE

## WHO WE ARE

### Chair

**Keith Collins**, *Professional Member*

### Professional Members

Peter Cassano (Until June 2017)

Joey Della Marina (Until June 2017)

Jack Abergel (From June 2017)

### Public Members

Anita Kiriakou

Hanno Weinberger

Arnella Csongradi (Until June 2017)

Wangari Muriuki (Until June 2017)

### Non-Council Members of the Profession

Abdelatif Azzouz

Robert Velensky

Marija Popovic

## 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

### ACHIEVEMENTS

- Met 7 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 35 assessments, 17 were satisfactory, 17 required some remedial action and 1 participated in a modified non-clinical assessment.
- Continued development of the new Self-Assessment Tool by drafting the content and designing the rating scale.
- Continued development of the Peer Circles project, which included:
  - Conducting 2 case-writing sessions where 11 members of the profession met to develop Peer Circle cases; and
  - Hosting 1 facilitator training session where 14 members of the profession met to learn the facilitation, problem-solving and communication skills necessary to guide a Peer Circle discussion.
- Implemented the QA Program Requirements Policy which outlines the Committee's approach when considering requests for extensions to the deadlines for Continuing Professional Development completion and reporting, a deferral of a Peer and Practice Assessment or a request to participate in a Modified Non-Clinical Peer and Practice Assessment.
- Referred 2 members to the Inquiries, Complaints and Reports Committee for non-compliance with the Quality Assurance Program.

31

The average number of hours of Continuing Professional Development reported by Registered Denturists in 2017 - 2018

21,891

The total number of Continuing Professional Development hours reported by all Registered Denturists in 2017 - 2018

## Panel B

### WHO WE ARE

#### Chair

**Patrick McCabe** *Professional Member* (Until June 2017)

**Hanno Weinberger**, *Public Member* (From June 2017)

#### Professional Members

Alexia Baker-Lanoue  
Mordey Shuhendler (Until June 2017)  
Robert C. Gaspar (From June 2017)  
Christopher Reis (From June 2017)

#### Public Member

Barbara Smith

#### Non-Council Members of the Profession

Tom Bardgett (Until June 2017)  
Theodore Dalios  
Damien Hiorth  
Carrie Ballantyne (From June 2017)  
Braden Neron (From June 2017)

### 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 were developed:
    - Conflict of Interest,
    - Restricted Title & Professional Designations, and
    - Denturism Educators.
  - The following Standards of Practice were implemented:
    - Informed Consent,
    - Confidentiality & Privacy, and
    - Advertising.
- The College continues to offer webinars related to the Standards of Practice. These webinars assist members of the profession with understanding the expectations articulated in the Standards.
- This past year, the College offered webinars on the following Standards of Practice:
  - Advertising – 4 sessions – 134 attendees
  - Record Keeping – 6 sessions – 119 attendees
  - Confidentiality and Privacy – 8 sessions – 164 attendees
  - Informed Consent – 12 sessions – 255 attendees
- The College has also developed an e-Learning library of on-demand webinars for members of the profession to access at their convenience. The e-Learning library contains webinars on the following Standards of Practice:
  - Advertising
  - Record Keeping
  - Confidentiality and Privacy
  - Informed Consent

# PEER CIRCLES

## WORKING GROUP MEMBERS

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. 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:

### ITEM WRITERS

- Sam Tram
- Shampao Chung
- Milania Shahata
- Irhan Arifovski
- George Grivogianis
- Ricardo Iaboni
- Sultana Hashimi
- Mary Shinouda
- Giovanni Cruz
- Carrie Ballantyne
- Braden Neron

### FACILITATORS

- Xin (Cindy) Chen
- Adam Lima
- Paul Conrad
- Christine Reekie
- Robert Velensky
- Naresh Garg
- Sanjiv Biala
- Tessa Tsang
- David Mulzac
- Carrie Ballantyne
- Braden Neron
- Sam Tran
- Angela Moisa
- Carman Burgess
- Michelle Abbott
- Marina Glick

### CONSULTANT

- Dr. Anthony Marini, Martek Assessments



# REGISTRATION COMMITTEE

## WHO WE ARE

### Chair

**Elizabeth Gorham-Matthews,**  
Non-Council Member

### Professional Members

Peter Cassano (Until June 2017)  
Luc Tran  
Robert C. Gaspar (From June 2017)

### Public Members

Mark Fenn  
Anita Kiriakou  
Wangari Muriuki (From Sept 2016)

### Non-Council Members of the Profession

Damien Hiorth

## 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 2017-2018, the College had 46 new registrants, 15 members resigned their Certificate of Registration and 7 members were suspended for non-payment of registration fees. As of March 31, 2018, the College had 698 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.

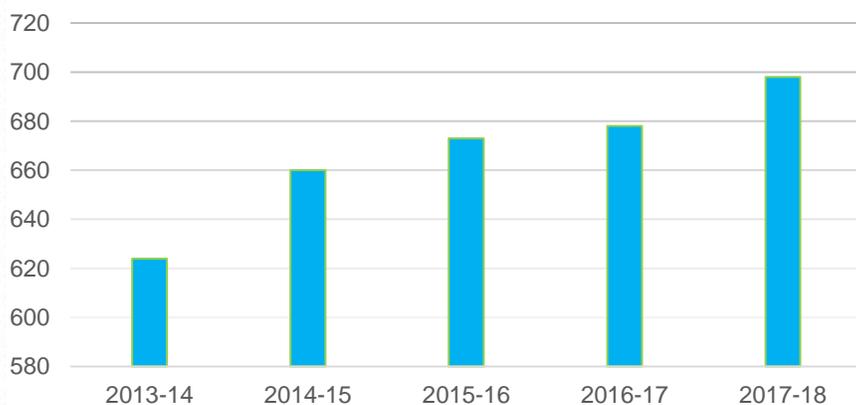
## ACHIEVEMENTS

- Met 8 times
- Conducted 9 academic assessments.
- Considered 4 applications for registration.
- Considered 1 practice hours matter.
- Considered submissions made by Georgian College regarding its Denturism Program. The program received approval and students who are graduates of the Georgian College program are eligible to attempt the College's Qualifying Examination.
- 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.
- As part of the College's Strategic Map 2017-2020 - Priority #2 Excellence in Governance – the Committee reviewed and approved a policy revision schedule to improve internal policy coordination and oversight.

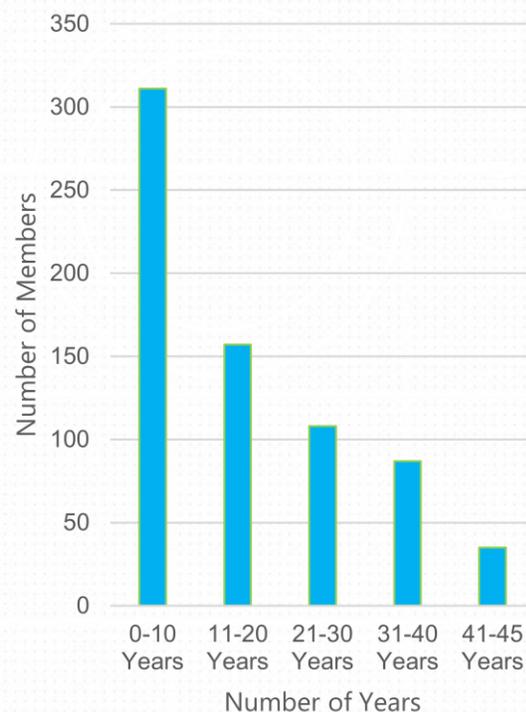
52%

The percentage of Registered Denturists who are practice owners

## CDO MEMBERSHIP



## Years in Practice



41%

The percentage of Registered Denturists who practice in a solo practice setting

# QUALIFYING EXAMINATION COMMITTEE

## WHO WE ARE

### Chair

**Christine Reekie**, *Non-Council Member*

### Professional Members

Joey Della Marina  
Robert C. Gaspar

### Public Members

Mark Fenn

### Non-Council Members of the Profession

Abdelatif Azzouz

## 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 Committee reviewed and revised the Qualifying Examination blueprint to a 16 station Objective Structural Clinical Examination (OSCE) format by reallocating some of the themes of the non-interactive stations to the MCQ examination resulting in a redistribution to the weightings of the MCQ. The new distribution of the QE blueprint will be implemented in June 2019.

# QUALIFYING EXAMINATION APPEALS COMMITTEE

## WHO WE ARE

### Chair

**Michael Vout Jr.,** *Professional Member*

### Professional Member

Alexia Baker-Lanoue

### Public Member

Dr. Ivan McFarlane

### Non-Council Members of the Profession

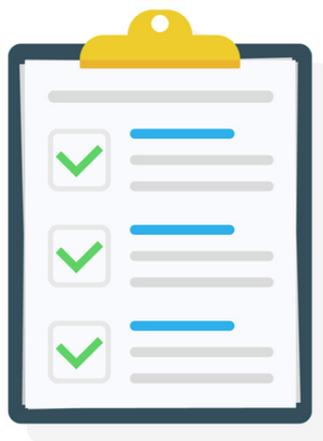
Carmelo Cino  
Emilio Leuzzi

## WHAT WE DO

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

## ACHIEVEMENTS

- No appeals of the Summer 2017 or Winter 2018 examination results were received.



# WORKING GROUP MEMBERS & 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 MCQ & OSCE components of the Qualifying Examination.

## WHO WE ARE

### PROFESSIONAL MEMBERS

Adam-Christian Mazzuca  
Adita Shirzad  
Akram Ghassemiyan  
Albert Ang  
Artour Eldarov  
Ben Vorano  
Braden Neron  
Brandon Lilliman  
Carlo Zanon  
Chi-Sam Tran  
David Barrick  
David Mulzac  
Dean Mctaggart  
Douglas Beswick  
Eric Kukucka  
Esther Kang  
Eugene Cohen  
Ivana Culum  
James Durston  
Jason Gillooly  
Jeffrey Choi  
Jim Harrison  
Joe Adamec  
John Rafailov  
Marianne Dyczka  
Matthew Barclay-Culp  
Nadezda Bajic  
Norbert Gieger  
Paul Conrad  
Ricardo Iaboni  
Robert MacLeay  
Sultana Hashimi

### CONSULTANTS

Dr. Anthony Marini, Martek Assessment  
Richard Bondy, Chief Examiner (Summer 2017)  
Robert Velensky, Chief Examiner (Winter 2018)



COLLEGE OF  
DENTURISTS OF  
ONTARIO

SUMMARY FINANCIAL STATEMENTS

MARCH 31, 2018

HILBORN<sub>LLP</sub>

## Report of the Independent Auditor on the Summary Financial Statements

To the Council of the  
**College of Denturists of Ontario**

The accompanying summary financial statements, which comprise the summary statement of financial position as at March 31, 2018, 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 for the year ended March 31, 2018. We expressed an unmodified audit opinion on those financial statements in our report dated September 14, 2018.

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, therefore, is not a substitute for reading the audited financial statements of the College of Denturists of Ontario.

### *Management's Responsibility for the Summary Financial Statements*

Management is responsible for the preparation of a summary of the audited 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 the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

### *Opinion*

In our opinion, the summary financial statements derived from the audited financial statements of the College of Denturists of Ontario for the year ended March 31, 2018 are a fair summary of those financial statements, on the basis described in the note to the summary financial statements.

Toronto, Ontario  
September 14, 2018



Chartered Professional Accountants  
Licensed Public Accountants

# COLLEGE OF DENTURISTS OF ONTARIO

## Summary Statement of Financial Position

| March 31  | 2018<br>\$       | 2017<br>\$       |
|---|------------------|------------------|
| <b>ASSETS</b>                                       |                  |                  |
| Current assets                                      |                  |                  |
| Cash  | 2,271,148        | 1,735,186        |
| Investments   | -                | 203,341          |
| Prepaid expenses                                    | 17,788           | 26,627           |
|   | <b>2,288,936</b> | <b>1,965,154</b> |
| Capital assets                                      | 86,513           | 91,439           |
| Intangible assets                                   | 1,829            | 1,251            |
|   | <b>88,342</b>    | <b>92,690</b>    |
|   | <b>2,377,278</b> | <b>2,057,844</b> |
| <b>LIABILITIES</b>                                  |                  |                  |
| Current liabilities                                 |                  |                  |
| Accounts payable and accrued liabilities            | 175,176          | 141,746          |
| Deferred registration fees                          | 331,851          | 358,732          |
|   | <b>507,027</b>   | <b>500,478</b>   |
| Deferred lease incentives                           | 58,791           | 67,190           |
|   | <b>565,818</b>   | <b>567,668</b>   |
| <b>NET ASSETS</b>                                   |                  |                  |
| Invested in capital and intangible assets           | 51,382           | 50,450           |
| Internally restricted for therapy and counselling   | 160,000          | 10,000           |
| Internally restricted for complaints and discipline | 360,000          | 360,000          |
| Unrestricted  | 1,240,078        | 1,069,726        |
|   | <b>1,811,460</b> | <b>1,490,176</b> |
|   | <b>2,377,278</b> | <b>2,057,844</b> |

# COLLEGE OF DENTURISTS OF ONTARIO

## Summary Statement of Operations

| Year ended March 31                       | 2018<br>\$       | 2017<br>\$       |
|---|------------------|------------------|
| Revenues                                  |                  |                  |
| Registration fees                         | 1,381,076        | 1,340,489        |
| Examination fees                          | 230,675          | 203,250          |
| Administration fees                       | 14,183           | 16,013           |
| Investment income                         | 15,430           | 14,868           |
|   | <u>1,641,364</u> | <u>1,574,620</u> |
| Expenses                                  |                  |                  |
| Salaries and benefits                     | 481,328          | 451,563          |
| Examinations                              | 314,991          | 321,895          |
| Council and committees                    | 19,246           | 34,173           |
| Professional fees                         | 123,868          | 124,753          |
| Quality assurance                         | 55,137           | 27,566           |
| Rent                                      | 101,687          | 98,412           |
| Complaints and discipline                 | 45,563           | 100,928          |
| Office and general                        | 154,885          | 145,606          |
| Amortization of capital assets            | 22,831           | 18,661           |
| Amortization of intangible assets         | 544              | 536              |
|   | <u>1,320,080</u> | <u>1,324,093</u> |
| Excess of revenues over expenses for year | <u>321,284</u>   | <u>250,527</u>   |

# COLLEGE OF DENTURISTS OF ONTARIO

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## Note to Summary Financial Statements

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March 31, 2018

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, 2018, on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been presented and information disclosed in the notes to the financial statements has been reduced.

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

# HILBORN

LISTENERS. THINKERS. DOERS.