

*The Health Science
Profession of
Dental Prosthetics*

College of Dental Technologists of Alberta



**2006 - 2007
ANNUAL REPORT**



2006 - 2007 ANNUAL REPORT

Content

This report covers the activities of the College of Dental Technologists of Alberta from September 24, 2006 to September 29, 2007.

Mandate.....	3
Council and Staff.....	4
Special Acknowledgements.....	5

Annual Reports

Executive Committee Report.....	6
Registrars Report.....	10
Public Members Report.....	11
Complaints Director Report	13
Continued Competency Report.....	14
Clinical Technologists & Clinical Technicians Report.....	15
Certified Dental Laboratory Facility Owners Report.....	16
Standards of Practice & Codes of Ethics Report	17

Auditor's Report and Financial Statements

Auditor's Report and Financial Statements.....	18
--	----

Mandate

To protect the public by regulating and guiding the Profession of Dental Technologists and its regulated members.

Objectives

The College has the following objectives:

1. To regulate the practice of the profession and to govern the members in accordance with the Health Professions Act of Alberta, Regulations and the By-laws.
2. To develop, establish and maintain Standards of Practice for persons to be regulated.
3. To develop, establish and maintain programs of Competency to assure quality in the profession.
4. To develop, establish and maintain standards for Continued Competency of knowledge, skill and programs of the members.
5. To develop, establish and maintain standards of professional Codes of Ethics for the members.
6. To develop, establish and maintain programs that assist individuals to exercise their rights under this Code and the Health Professions Act of Alberta.
7. To administer the Health Professions Act, as it relates to the profession of Dental Technology and to perform the other duties and exercise the other powers that are imposed or conferred upon on the College.
8. To address any other obligations relating to public health care that the Council considers necessary or beneficial.

2006 Council

President	Graeme Broatch RDT, CDT
Vice President	Derek Pon RDT, CDT
Treasurer	Craig Mitchell RDT, CDT
Public Member	Douglas Fletcher
Public Member	Brenda McKenzie
Nominations	Brian Cook RDT, CDT
Council Member	Al Jones RDT, CDT
Hearings Director	Alex Murray RDT, CDT
Educational Student Rep.	Lauren Fedor
Lab. Owner Rep.	Ed Nehring RDT, CDT

2007 Council

President	Graeme Broatch RDT, CDT
Vice President	Garry Fedoretz RDT, CDT
Treasurer	Brian Cook RDT, CDT
Public Member	Douglas Fletcher
Public Member	Brenda McKenzie
Council Member	Candace Sinclair-Kennedy, DT, CDT
Council Member	Al Jones RDT, CDT
Hearings Director	Alex Murray RDT, CDT
Educational Student Rep	Carla Winter
Practicum Student Rep.	Connie Simmons
Lab. Owner Rep.	Ed Nehring RDT, CDT

Staff

Registrar / Executive Director	Brian Babey RDT, CDT
Deputy Registrar & Executive Administrator	Sandra Lastiwka
Education/ Standards/Competency Director	Craig Mitchell RDT, CDT
Member Services	Anita Stewart RDT, CDT

SPECIAL ACKNOWLEDGEMENTS

The Council would like to extend a special thank you to all individuals and organizations that supported the work of the College.

Dona Carlson
Karel Bennett
Maureen Symmes

Bergeron & Co.
Blakely & Dushenski
SteppingStones Partnership Inc.
AmicoGlobal Inc.
IQAS
Alberta Learning & Advanced Education
Alberta Health and Wellness
Northern Alberta Institute of Dental
Technology
National Board of Certification, US
Deajeon Health Sciences College, Korea
Health Canada Medical Devices Bureau

Executive Committee Report
Report for the Period September 24, 2006 to September 29, 2007

2006 In Review

This past year has been a continuation of the College's commitment to balancing its duties of protecting the public and regulating the profession which began at its proclamation on October 19, 2004. The College works under limited resources within a rapidly changing practice environment and legislative framework. The College has identified a number of urgent issues that are threatening the future viability of the profession in Alberta, and if not resolved, could deprive the public's access to safe, quality dental technology services in the not too distant future. These issues, as well as highlights of some of our activities, are outlined below.

Mandatory Registration

Prescribers of dental prosthetic replacements continue to utilize unregulated individuals and unregulated laboratory facilities, and therefore there is no guarantee of ensuring quality and safety of the custom made dental device to the public. Furthermore, given that the replacement prosthesis is manufactured by an unregulated person or unregulated laboratory facilities it would be extremely difficult for them to provide explanations required for understanding and defining the composition properties and quality of the prosthesis to the prescriber and the end consumer (the patient).

Education

Alberta, as well as other Provinces, will face a growing shortage of competent and qualified dental technologists' in the near future through resignations and the retirement of trained dental technologists and technicians.

We thank the commitments of the Department of Health Sciences, Dental Technology program at the Northern Alberta Institute of Technology who are committed to increasing its intake to assist this future skill shortage.

The College of Dental Technologists of Alberta continues to offer a successful Distance Learning Program to practicum students employed in the workforce.

The College of Dental Technologists of Alberta has approved the Program of Studies at the Calgary Dental Technology College. We anticipate another 20 graduate dental technologists from this program beginning in the year 2010.

Reciprocities with the U.S. National Board of Certification and Daejeon Health Sciences College Dental Technology Program in Korea continue to maintain the CDTA Standards of Practice in order to qualify immigrating dental technologists for immigration that will help fill skill shortages in Alberta.

Legislative and Government Relations

The College believes that the emerging trend for dentists and dental laboratories to “outsource” custom-made dental appliances from unregulated overseas laboratories require that adjustments and clarifications of current legislation frameworks by the Provincial Government and the Food and Drug Act of Canada be made.

Provisions in the regulation for dental technologists and dental technicians to ensure public health and safety have been enhanced by Council policies:

1. All Regulated members on the Register as of October 13, 2006 shall complete a Standards of Practice training program, as approved by Council, by December 31, 2009.
2. All Regulated members on the Register as of October 13, 2006 shall complete an Infection Prevention Control program, as approved by Council, by December 31, 2009.
3. All new applicants applying for Regulated status as of October 13, 2006 must complete programs of Infection Prevention Control and Standards of Practice training as approved by Council.
4. All Regulated members on the Register as of October 13, 2006 shall be subject to random audits of compliance to Continued Competency and Standards of Practice requirements as approved by Council.
5. All Regulated members as of October 13, 2006 performing Restricted Activities must complete appropriate application forms and education prior to Authorization of providing such services as approved by Council.
6. As of January 1, 2007 facilities, where Regulated members perform Restricted Activities, must meet the requirements as set out by the Standards of Practice for the Profession meeting all application and audit requirements as approved by Council.
7. As of January 1, 2007 employers seeking Certification by the College of Dental Technologists of Alberta are encouraged to comply with a voluntary Facility Standard of Public Health and Safety established and approved by Council.

Collaboration and Communication

In Alberta

The College continues to struggle with its limitations regarding financial and human resources due to non-compliance of mandatory registration. In order to effectively discharge its regulatory and other responsibilities, the College continues to lobby other affiliated dental and non-dental professionals to respect the mandate of the College of Dental Technologists of Alberta and compliance to Section 46 of the Health Professions Act of Alberta.

To reach the members, the Certified Dental Laboratory Owners Committee of the Council continues to promote the professionalism of its members. Edmonton, Calgary, and Lethbridge were the hosts of the 2006 promotion and information tour.

Due to financial restraints, the College continues to utilize the CDTA Web-site as the main source of public information.

During the year the Registrars' office continues its efforts to meet with members face to face, listening to them and to updating them on issues that affect their practice. The Registrars office is pleased to note that the majority of participating 842 members welcomed the educational efforts of the College office.

In Canada

The Canadian Alliance of Dental Technology Regulators (CADR) is a national forum and the voice of provincial and territorial dental technology regulators. Its members cooperate on matters relating to the regulation, administration, education and training of the dental technology profession to ensure the public of Canada receives quality, safe, effective and ethical services.

Current activities of the Alliance has been to clarify with Health Canada and the Food and Drug Act of Canada that all employers and facilities employing regulated members of the Profession in Canada be regulated and licensed by the Food and Drug Act of Canada.

Outside of Canada

The College offers other Alberta programs to our Global partners such as Infection Prevention Standards, and Public Health and Safety Standards for foreign Laboratories. ESL Dental Technology Specific training program has been developed by the College to assist foreign immigrants to the Profession.

The College is proud of what it has accomplished in the past twelve months. The College is thankful for the support of our RDT and DT members, Certified Dental Laboratories, Alberta Health and Wellness, Northern Alberta Institute of Technology and our allied

regulators in other provinces. The College appreciates the contributions of our legal counsel and our consultants.

The Council continues to address employer's interests of continued mandatory registration as well as regulations for Dental Laboratory Technician Assistants; this will be a continuing focus of the Council in the coming months.

Registrars Report
Report for the period of September 24, 2006 to September 29, 2007

<i>Registries</i>	#
Regulated Dental Technologists	349
Regulated Dental Technicians	265
Educational Students	33
Practicum (Distance Learning Students)	195
Certified Dental Laboratories	37
 <i>Examinations</i>	
Written (Theory) Examinations	8
Practical Examinations	26

Public Members Report
Report for the Period September 24, 2006 to September 29, 2007

The College has made significant progress with its business plans during the year. However, the year has not been without its challenges. We would like to outline these challenges as follows:

1. The College's efforts at achieving mandatory registration are being hampered by:
 - a. Much less than 100% renewal from 2007 to 2008, efforts to encourage people to register are not always being rewarded by renewal in the subsequent year. Over 100 renewals are outstanding as of mid-February.
 - b. There is resistance and lack of support from some employers in identifying potential regulated members; there is disagreement between some employers and the College with interpretation of legislation regarding the requirement and authority to identify potential members,
 - c. There is resistance to regulation by individual potential members, evidence of a "make me" attitude,
 - d. There were conflicts of interest within council membership during 2007, council members who were also employers. Some employers are paying College registration fees on behalf of their employees so it is in the employers' economic interest to minimize members. Mandatory registration affects the economics of some employers.
 - e. There remains a perception by members and potential members that this is still a voluntary association not a College with mandatory registration,
 - f. There is a perception by members that the College is governed by lab owners. Most members are hourly wage earners and find it difficult to find the time to run for Council so Council has tended to be of interest to lab owners, representing groups of members. There is minimal voice around Council from individuals. This has resulted in the situation that the majority of Council in fact comes from the employer and facility owner group.

2. Legal costs have been extensive and unanticipated. Costs are due to:
 - a. Efforts to enforce mandatory registration,
 - b. Efforts to defend scope of practice issues brought forward by allied dental colleges,
 - c. Disagreements with some employers about interpretation of legislation.

3. The College has been hampered by perceived needs to address employer issues leaving less time and fewer resources to deal with core mandates. Until recently there has been no lab owner association to take ownership of any portion of an issue. Examples of issues that should not be 100% "owned" by the College are.
 - a. Lab certification and who is responsible for that process,
 - b. Labour shortages and mobility issues,
 - c. Importing of dental products from outside the country,

- d. Confusion with Federal vs Provincial jurisdiction over labs/dental facilities.

All of these issues take time to address and detract from the attention required by core mandates. Issues with Health Canada have been particularly time consuming and slow to resolve.

4. The College has limited financial resources due to:
 - a. Unbudgeted legal costs over two years defending scope of practice, mandatory registration and bylaw development,
 - b. Consistent underachievement of membership forecast,
 - c. The current accumulated deficit demonstrates that the College will require a line of credit to complete the fiscal year.
5. The College Council suffers from a lack of good process. While bylaws, policies and procedures are in place, some Council members are not experienced in the roles they are being asked to undertake. A facilitated planning process is attempting to address some of this and is having a positive impact. Both strategic direction and governance process are part of this facilitation.
6. Never-the-less, Council meetings appreciate the need for a strong emphasis and attention on public health and safety. All participants are aware of the need to be ultimately accountable to the public.

Next Steps/Forecast for 2008. The College's investment and effort in a facilitated strategic planning process will begin to realize benefits as work gets completed with more buy-in from Council. Outstanding membership issues are being addressed and revenue and expenditure plans have been implemented to reduce the accumulated deficit.

We would be pleased to elaborate on any aspect of this report at your convenience.

Sincerely,

Douglas G Fletcher
Public Member

Brenda McKenzie
Public Member

February 15, 2008

Complaints Director Report
Report for the Period September 24, 2006 to September 29, 2007

The College of Dental Technologists of Alberta advises its members that it recently enforced through the courts the mandatory registration requirement under the *Health Professions Act*.

Individuals who want to work within the scope of the profession of dental technology must be a registered member of the College. The profession of dental technology is self-regulating, and it is the College's duty to the public and under the *Act* to ensure that all the members of this profession are competent. It does so by requiring persons who wish to engage in the profession to register with the College so that the College may ensure that all practitioners have the appropriate qualifications and skills.

Practitioners who feel that it is not necessary that they register are in breach of the *HPA*. They are wrong. The College will continue to take legal action to force unregulated practitioners to register with the College.

The College filed an action with the courts pursuant to the *HPA* seeking an injunction preventing an unregulated person from practicing. This resulted in the unregistered practitioner becoming a registered member of the College.

The College intends to pursue other such actions against other such practitioners. When the College successfully obtains an injunction it will seek costs. These costs would amount to \$1,500 or more.

Continuing Competency
Report for the Period September 24, 2006 to September 29, 2007

Infection Prevention Control Standards

The Infection Prevention Control Standards have become mandatory for all new and past registrants. The College is looking to have full compliance to these Standards by 2009.

The College is thankful to NAIT Health Sciences (Dental Technology Division) for assisting the College in the development of training modules for Dental Technologists and Dental Technicians. The College is grateful to Maureen Symmes and her team's commitment to enhance Public Health and Safety initiatives set out by the College of Dental Technologists of Alberta.

Core Competencies

Continued Competency mandatory reporting by members will enter into its Pilot year 2008. Dental technologists and dental technicians, and Practicum Students (workplace employees) will be expected to demonstrate their knowledge in areas that are identified as being essential to practice.

Clinical Technologist & Clinical Technicians
Report for the Period September 24, 2006 to September 29, 2007

Dentists and Denturists in Alberta continue to use the skills of Dental Technologists and Dental Technicians who have been approved through restricted activity authorizations.

To assure public safety in these deliveries, authorized technologists and technicians must comply with programs of enhanced clinical knowledge and are subject to annual inspections by the College and facility audits to ensure public health and safety.

Certified Dental Laboratory Facilities
Report for the Period September 24, 2006 to September 29, 2007

Certified Dental Laboratories in Alberta meet voluntary Standards of Public Health and Safety as a Certification recognition by the College of Dental Technologists as proving compliance beyond a minimum standard of public health and safety. The employers hope to lobby Health Canada for exemptions to Licensure by the FDA as well as to enhance credibility in any investigation by domestic authorities.

Certified Dental Laboratories of Alberta are recognized by the College of Dental Technologists of Alberta after undergoing a voluntary Annual Verification.

Certification provides:

1. Employer and employee compliance with the Health Professions Act of Alberta.
2. Dental manufacturers and facility compliance with the Health Canada's Food and Drug Act.
3. Continued improvement of workplace safety for its Regulated Dental Technologist and Dental Technician employees.
4. Implementation of good management procedures.
5. Customer service and confidence.
6. Providing the consumer public assurance of a safe prosthetic.
7. Workplace and occupational safety to all its employees.
8. The reduction of hazardous waste and material into the environment.
9. Processes to assist employees meet CDTA Standards of Practice, Codes of Ethics, Infection Prevention Controls, and Continuing Education opportunities.
10. Reduced risk of liability to its employees and business.

Standards of Practice & Codes of Ethics
Report for the Period September 24, 2006 to September 29, 2007

Statutory Tasks

The Council provides for workshop training for its members in areas of:

1. Dental Technologists and Dental Technicians providing a quality service that is responsive to patient's needs and expectations.
2. Dental Technologists and Dental Technicians being accountable and responsible for their own dental practices.
3. Dental Technologists and Dental Technicians engaging in lifelong professional development to improve knowledge and enhance professional competence.
4. Dental Technologists and Dental Technicians using resources effectively and efficiently in practice.
5. Dental Technologists and Dental Technicians following Standard Procedures that are enforced and monitored by inspection through the College of Dental Technologists of Alberta.
6. Defining a set of principles of professional, moral and ethical behaviors.
7. Defining a compliance of adherence to a code of moral and ethical behaviors which clarifies professional responsibilities in relationship to prescribers, colleagues and society at large.
8. Defining professional behavior as set out by his/her professional peers.

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA

AUDITORS' REPORT

The accompanying summarized balance sheet and statement of operations are derived from the complete financial statements of the College of Dental Technologists of Alberta as at December 31, 2007 and for the year then ended on which we expressed an opinion without reservation in our report dated March 22, 2008. The fair summarization of the complete financial statements is the responsibility of the College's management. Our responsibility, in accordance with the applicable Assurance Guidelines of the Canadian Certified General Accountants Association, is to report on the condensed financial statements.

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

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

Edmonton, Alberta
March 22, 2008

BERGERON & CO.
CERTIFIED GENERAL ACCOUNTANTS

**SUMMARIZED BALANCE SHEET
AS AT DECEMBER 31, 2007**

	2007	2006
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash	168,706	153,903
Accounts receivable and prepaid expenses	<u>15,430</u>	<u>829</u>
	<u>184,136</u>	<u>154,732</u>
PROPERTY, PLANT AND EQUIPMENT	<u>32,412</u>	<u>30,334</u>
OTHER ASSETS	<u>95,627</u>	<u>112,850</u>
	<u>312,175</u>	<u>297,916</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	62,618	23,764
Deferred revenue	<u>348,306</u>	<u>239,316</u>
	<u>410,924</u>	<u>263,080</u>
NET ASSETS		
Invested in property and equipment	32,412	30,334
Unrestricted net assets	<u>(131,161)</u>	<u>4,502</u>
	<u>(98,749)</u>	<u>34,836</u>
	<u>312,175</u>	<u>297,916</u>

SUMMARIZED STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2007

REVENUE		
Dues, examination and other fees	589,747	460,813
Interest and other income	<u>5,022</u>	<u>693</u>
	<u>594,769</u>	<u>461,506</u>
EXPENSES		
Human resources	359,077	201,570
Other	<u>369,277</u>	<u>279,648</u>
	<u>728,354</u>	<u>481,218</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>(133,585)</u>	<u>(19,712)</u>

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

BERGERON & CO., C.G.A.

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA

AUDITORS' REPORT

The accompanying summarized balance sheet and statement of operations are derived from the complete financial statements of the College of Dental Technologists of Alberta as at December 31, 2006 and for the year then ended on which we expressed an opinion without reservation in our report dated June 22, 2007. The fair summarization of the complete financial statements is the responsibility of the College's management. Our responsibility, in accordance with the applicable Assurance Guidelines of the Canadian Certified General Accountants Association, is to report on the condensed financial statements.

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

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

Edmonton, Alberta
June 22, 2007

BERGERON & CO.
CERTIFIED GENERAL ACCOUNTANTS

**SUMMARIZED BALANCE SHEET
AS AT DECEMBER 31, 2006**

	2006	2005
	-\$	\$
ASSETS		
CURRENT ASSETS		
Cash	153,903	222,839
Accounts receivable and prepaid expenses	<u>829</u>	<u>785</u>
	<u>154,732</u>	<u>223,624</u>
PROPERTY, PLANT AND EQUIPMENT	<u>30,334</u>	<u>30,805</u>
OTHER ASSETS	<u>112,850</u>	<u>900</u>
	<u>297,916</u>	<u>255,329</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	23,764	10,110
Deferred revenue	<u>239,316</u>	<u>190,671</u>
	<u>263,080</u>	<u>200,781</u>
NET ASSETS		
Invested in property and equipment	30,334	30,805
Unrestricted net assets	<u>4,502</u>	<u>23,743</u>
	<u>34,836</u>	<u>54,548</u>
	<u>297,916</u>	<u>255,329</u>

SUMMARIZED STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2006

REVENUE		
Dues, examination and other fees	460,813	367,799
Interest and other income	<u>693</u>	<u>1,797</u>
	<u>461,506</u>	<u>369,596</u>
EXPENSES		
Human resources	201,570	128,908
Other	<u>279,648</u>	<u>248,078</u>
	<u>481,218</u>	<u>376,986</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>(19,712)</u>	<u>(7,390)</u>

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

BERGERON & CO., C.G.A.