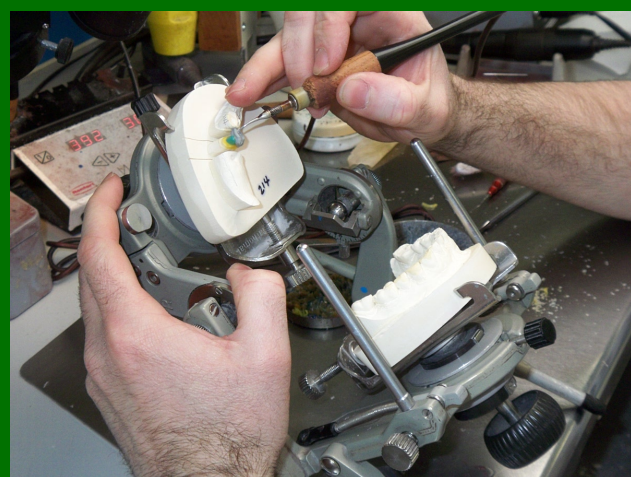


# College of Dental Technologists of Alberta

## 2019 Annual Report



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**CONTACT INFORMATION**

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## **MISSION**

The College of Dental Technologists of Alberta will execute its responsibilities of protection of the public in a fair and transparent manner, while providing leadership and guidance to the members.

## **VISION**

Dental Technologists and Dental Technicians provide a supporting role to other healthcare professionals and the College of Dental Technologists of Alberta takes this very seriously. In our role to provide support, protection of the public is paramount. With the advance of technology, accessibility to worldwide dental technology is a reality. The members of the College of Dental Technologists of Alberta must be leaders in their field. The College of Dental Technologists of Alberta will assist our members through our leadership and relationships with Government and other healthcare professionals.

# COLLEGE DIRECTORY

## Council Members

President	Brian Cook, RDT
Vice President	Grant Maier, RDT
Treasurer	Pam Rehm, RDT
Council Member	Isabelle Peltonen, RDT
Council Member	Gary Wakelam, RDT
Council Member	Marinela Seremetkoska, RDT
Public Member	Douglas Cooper
Public Member	Catherine Mardon

## Office Staff and Supporting Member Services

Executive Director	January 1 to March 31 - Bob Westlake, RDT April 1 to December 31 - Tara Tremblay
Competency Manager	Bob Westlake, RDT
Registrar	Tara Tremblay
Office Manager	Tara Tremblay
Complaints Director	January 1 to March 31 - Bob Westlake, RDT April 1 to December 31 - Carolyn Kincade, RDT
Hearings Director	Tara Tremblay
Examination Coordinator	April 1 to December 31 - Jason Lohr, RDT

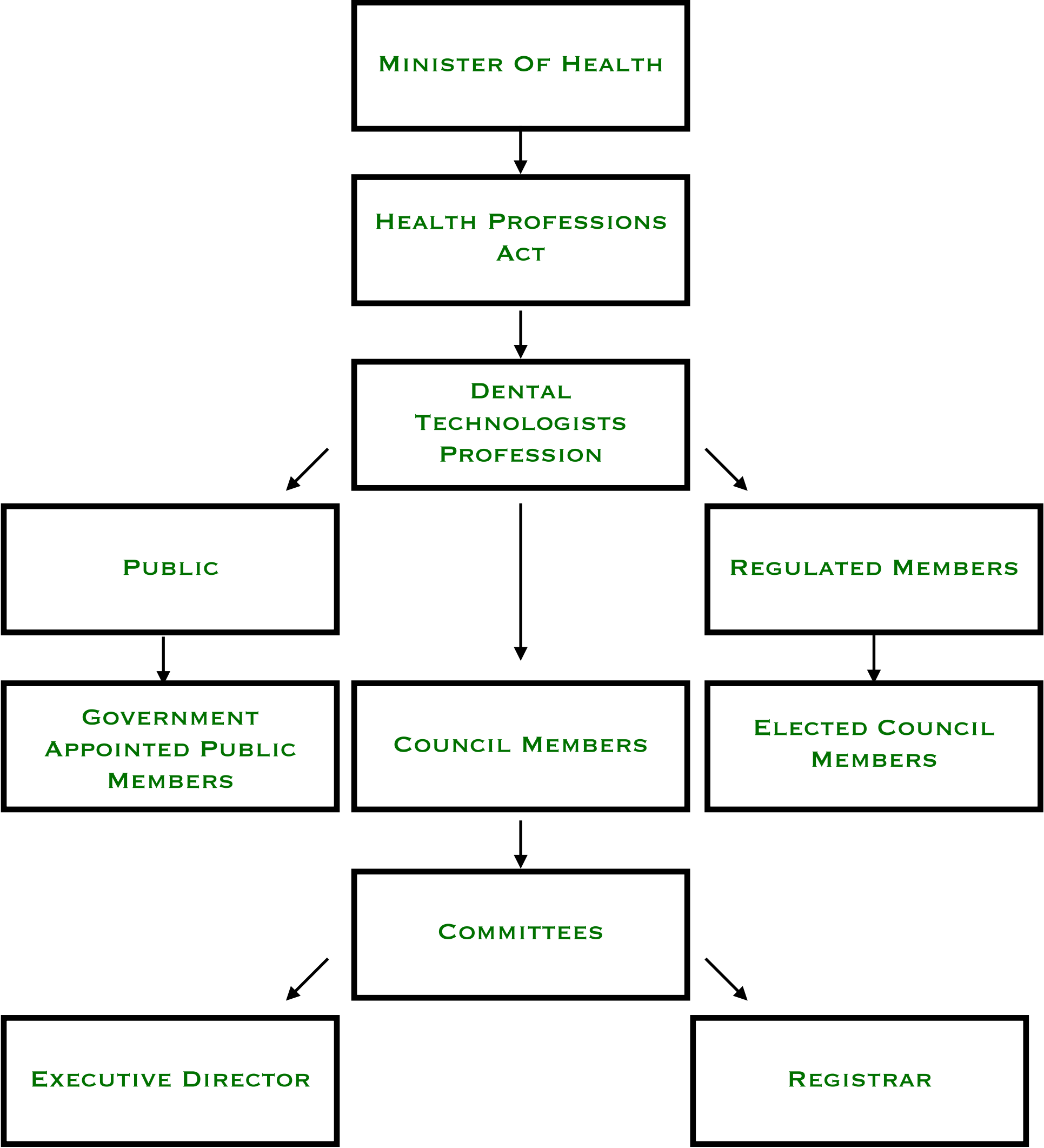
## Professional Services

Legal Counsel	Richard Fraser QC
Legal Counsel	Field LLP
Auditor	Bergeron &. Co
IT Services	Semper IT

## Committees

<b>Registration, Education and Competency</b>	Jason Lohr, RDT Chair
	Michel Carr, RDT
	Brian Cook, RDT
	Anthony Sawchuk, RDT
	Pawel Ciechanowski, RDT
<b>Finance Committee</b>	Pam Rehm, RDT Chair
	Carolyn Kincade, RDT
	Monty Jensen, DT

# ORGANIZATIONAL STRUCTURE



## MESSAGE FROM THE PRESIDENT

### Introduction:

The College of Dental Technologists of Alberta (CDTA) is committed to providing the upmost in quality care to the public by ensuring its members abide by a strict Standards of Practice and Code of Ethics. The CDTA furthers its commitment to the profession by holding an Annual General meeting for its regulated and non-regulated members. This ongoing commitment ensures that the College continues to operate in an open and transparent manner.

### CDTA Council

Our Council has the perfect gender and regional balance. The Council has worked to lead in a manner that protects the public interest while maintaining the integrity of the College and the Profession of Dental Technology.

### National Partnership

The CDTA is an active member of the Canadian Alliance of Dental Technology Regulators (CADTR). The CADTR has continued to engage in a significant project to establish a pan-Canadian entry-to-practice assessment process with the aim to create a fair and consistent pathway to registration for internationally and domestically trained professionals. Additionally, harmonization of jurisdictional entry-to-practice assessment ensures consistency and strengthens confidence in labour mobility for current registrants.

The CADTR has developed the “National Essential Competencies for Dental Technology Practice” in Canada, which is a comprehensive competency profile for dental technology practice within the country. The CDTA along with other jurisdictional regulators, have approved and adopted the document for use.

### Amendments to Regulation

The College, after consultation with its members, worked to propose amendments to the Dental Technologists Profession Regulation. The College initially sought amendments to the Regulation in 2015.

The amendments will allow Dental Technologists and Dental Technicians to practise to the full extent of their competence and training. These changes will also allow for reduced cost to the public and increase access to quality care for Albertans.

The College is hopeful that these amendments will be implemented as soon as possible.

Brian Cook, RDT

President

# REGISTRATION REPORT

A Dental Technologist/Technician is a Regulated Health Care Professional who is knowledgeable and skilled in the fabrication, duplication, alteration or repair of dental prosthetics and orthodontic devices which are prescribed by a Dentist or Denturist. All Dental Technologists/Technicians must be registered with the College of Dental Technologists of Alberta (CDTA) and must work within their designated scope of practice under the Health Professions Act.

The CDTA's primary regulatory role is the protection of the public. The CDTA accomplishes its regulatory role by carrying out the roles of the College as set forth in the Health Professions Act.

## APPLICATIONS FOR REGISTRATION

The CDTA ensures that only qualified Dental Technologists/Technicians are registered and meet the requirements to provide safe and effective professional services. Candidates applying for registration must fulfill the requirements as indicated in the Health Professions Act and Dental Technologists Profession Regulation in order to proceed with an application for registration with the CDTA.

## NAIT GRADUATES

Students graduating from the NAIT Dental Technology program are subject to mandatory Practical Examinations administered by the CDTA prior to obtaining licensure. Throughout their registration at NAIT students are encouraged to become voluntary Student Members of the CDTA.

## PRACTICUM STUDENTS

The Practicum Student program is approved by Council and is a minimum of two years in duration. The successful candidates must: successfully complete the practicum student program, successfully complete the practical examinations administered by the CDTA, and submit a current criminal record check prior to being granted a practice permit by the CDTA.

## PRACTICAL EXAMINATIONS

The CDTA conducts practical examinations twice annually. The Practical Examinations are used to:

- I. Evaluate entry to practice competence of graduates of the NAIT Dental Technology Program;
- II. Assist in the evaluation process of the Practicum Student Program; and
- III. Determine equivalency for candidates from other jurisdictions not covered under the Trade, Investment and Labour Mobility Agreement (TILMA)

The following table provides practical examination statistical information

Registration Type	Candidates	Candidate Pass Rate	Applicants Registered
Dental Technologist	0	0	0
Dental Technician	3	2	2
Practicum Student	1	1	1
International Candidate	14	10	10



Registration Type	Candidates	Candidate Pass Rate	Applicants Registered
NAIT Program Graduate	14	9	9

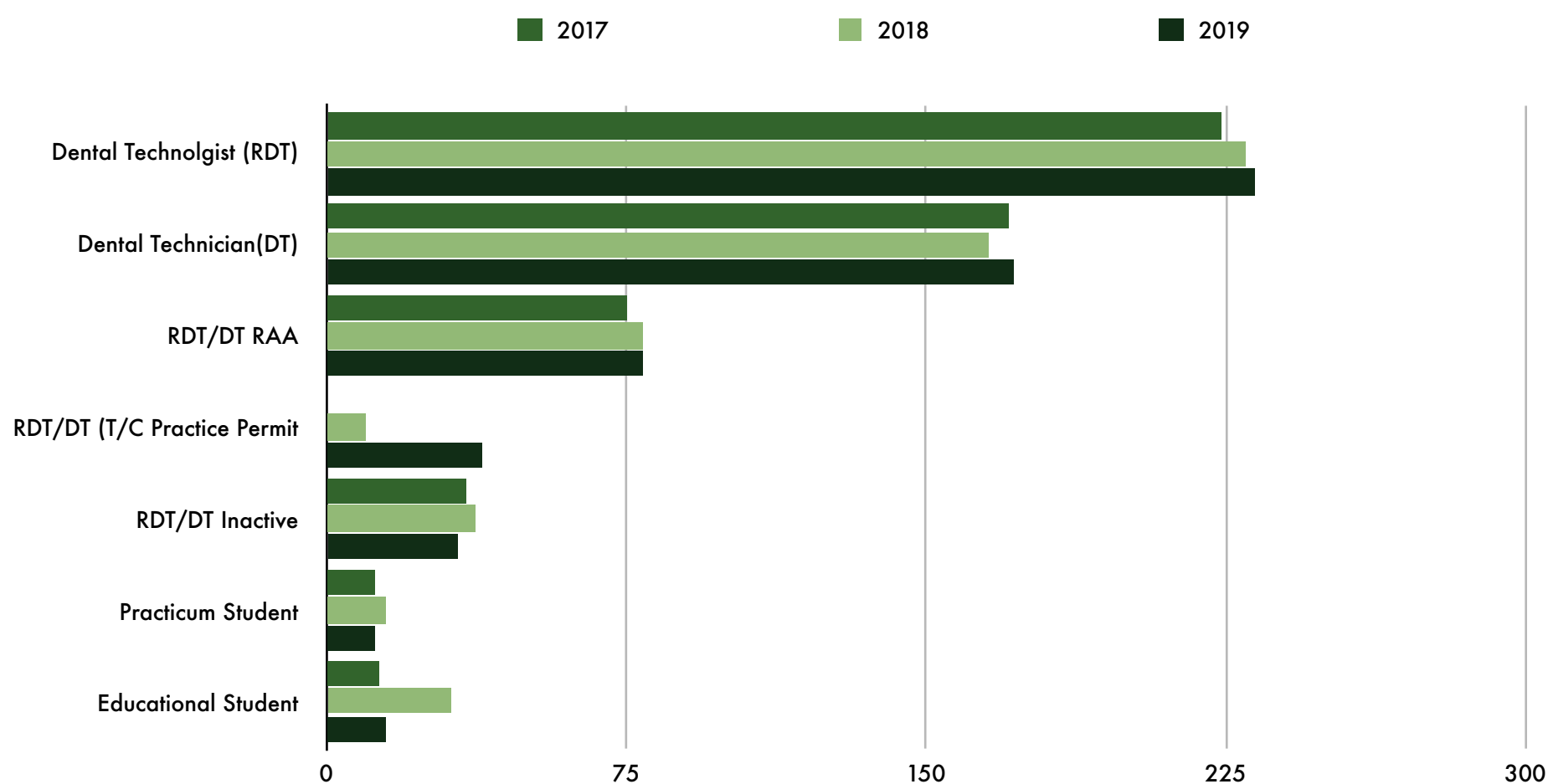
## SUBSTANTIAL EQUIVALENCY

In addition to the above, the CDTA received no applications from an individuals registered in another regulated jurisdiction in 2019.

## MEMBERSHIP

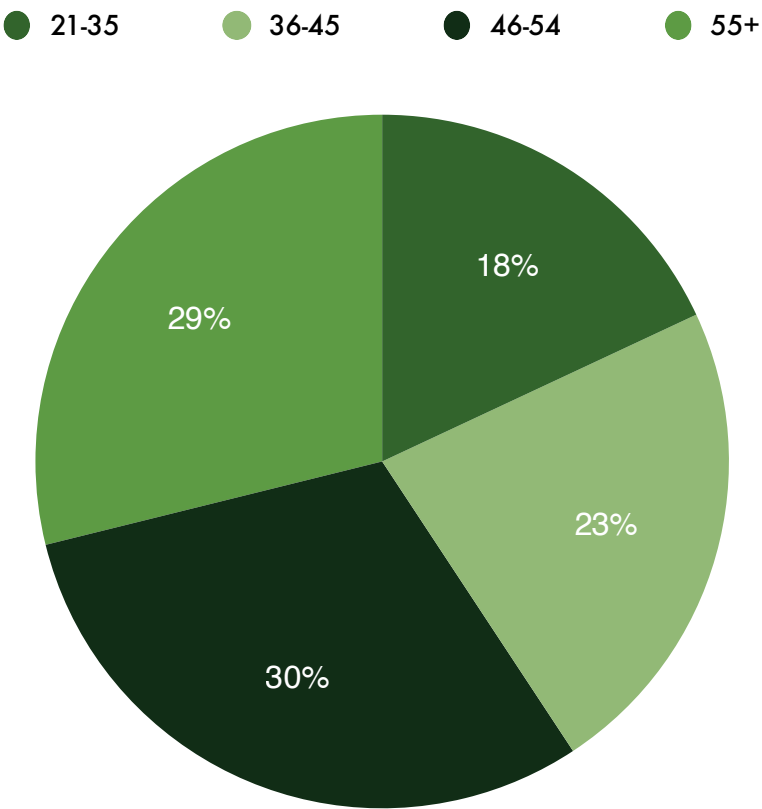
CDTA Registration Numbers			
	2019	2018	2017
Dental Technologist	232	230	224
Dental Technologist RAA	64	64	62
Dental Technologist (temporary-conditional practice permit)	5	3	-
Dental Technician	172	166	160
Dental Technician RAA	15	14	13
Dental Technician (temporary-conditional practice permit)	34	7	-
Practicum Student	12	15	12
Educational Student	15	3	10
Inactive Member	32	37	35

## APPLICATION REVIEWS



There were no requests made for application reviews conducted by Council in 2019.

DEMOGRAPHIC MAKEUP



The above chart indicates the age demographics with respect to Regulated Members of the CDTA:

## CONTINUING COMPETENCE IN THE PROFESSION

### CONTINUING EDUCATION AUDIT

Regulated Members of the CDTA are required to complete 60 hours of continuing competence in each 5 years of registration. In 2019, the CDTA moved to an online Continuing Competence submission system.

The CDTA conducts audits of continuing competence of approximately 10 % of the Regulated Members on an annual basis. Members to be audited are chosen, at random, based on the last digit of their registration number as outlined in the CDTA's audit policy. The 2019 Audit breakdown is as follows:

#### 2019 AUDIT RESULTS

Full Compliance	19
Incomplete - Remediation Required	16
Non Compliance - Suspension Issued	4
Compliance - Post Suspension	0
Non Compliance - Cancellation of Practice Permit	4

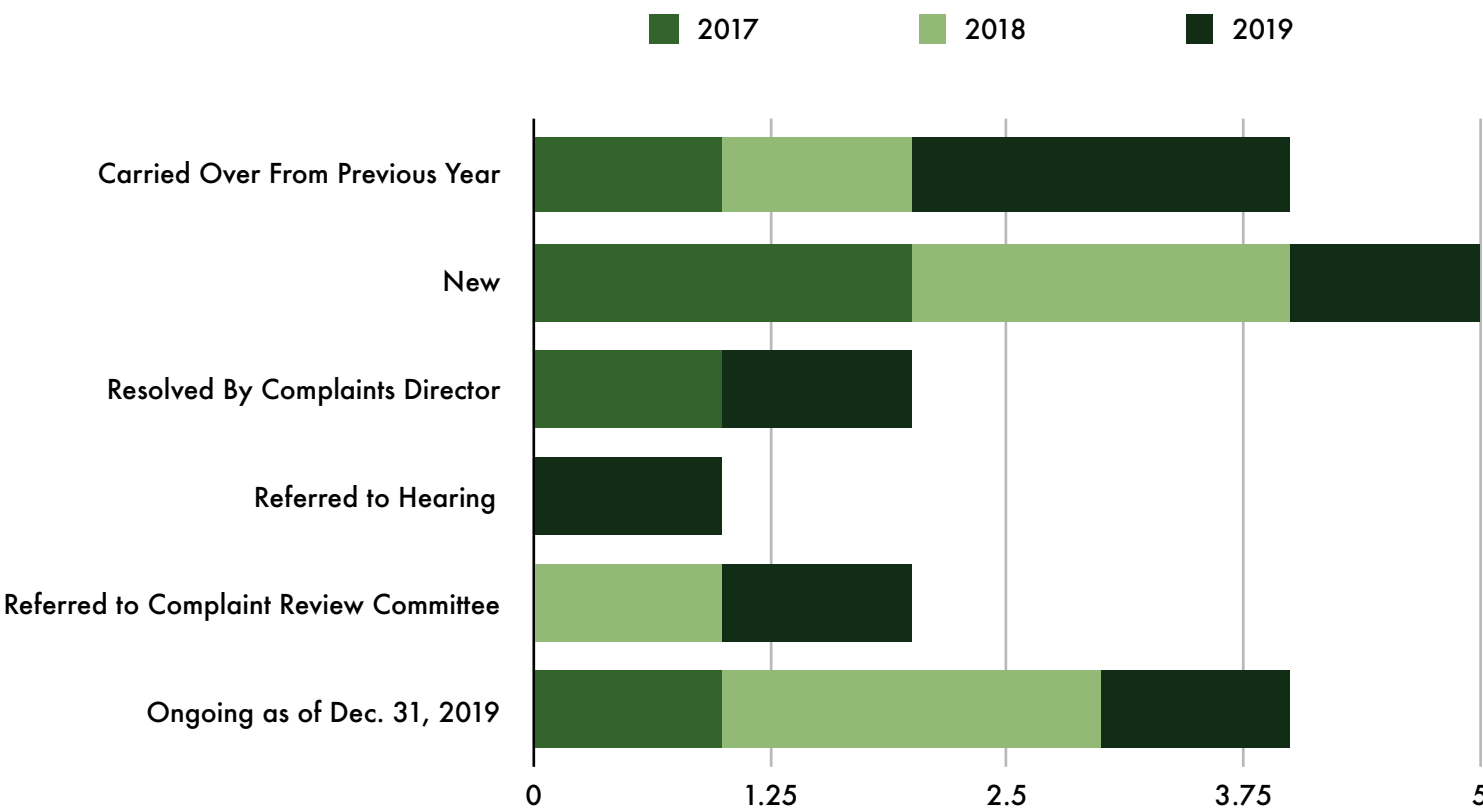
PROFESSIONAL CONDUCT AND COMPLAINTS

Self-regulation is a privilege that the College of Dental Technologists does not take lightly. As part of the College’s mandate, the College is charged with the responsibility to protect the Public from unprofessional conduct of its regulated members. In their practice, Dental Technologists and Technicians have limited interaction directly with the Public. As a result, Regulated Members of the CDTA are at low risk for complaints and the CDTA receives only a small number of complaints annually. The CDTA has never received a complaint alleging boundary violations by one of its Regulated Members.

- Displaying lack of knowledge or a lack of skill or judgement in the provision of professional services
  - Contravening the HPA, Regulation, Code of Ethics or Standards of Practice
  - Contravening other legislation that applies to the profession
  - Representing that a person was a regulated member in good standing, while the person’s registration or practice permit was suspended or cancelled
- Common examples of unprofessional conduct include:

  - Misrepresenting the conditions on a person’s registration or practice permit
  - Failing or refusing to cooperate with the requirements of a continuing competence program or the instructions of the Competence Committee
  - Failing or refusing to cooperate with an investigator
  - Any conduct that harms the integrity of the Profession

Complaints directed to the College of Dental Technologists are dealt with in accordance with part 4 of the Health Professions Act.



Complaints related to Sexual Abuse or Sexual Misconduct			
	Related to Sexual Abuse	Related to Sexual Misconduct	Total
Number of Complaints	0	0	0
Number of Patients that Accessed Funding	0	0	0
Amount of Money Dispersed	0	0	0

## INSPECTIONS

The CDTA Council appointed inspectors to conduct inspections in accordance with Part 3 of the *Health Professions Act*. Inspectors worked to assess compliance with mandatory registration under the *Act*. During 2019, 9 inspections were conducted.

Summary of Inspection Findings	
Individuals identified as holding current registration with the CDTA	35
Individuals identified as unregistered, Mandatory Registration required under the Health Professions Act	39
Individuals identified as unregistered, registration not required	26

INTRODUCTION

The College of Dental Technologists of Alberta (CDTA) is a self-regulating profession pursuant to the Health Professions Act of Alberta (HPA). The HPA requires that Councils of self-regulating Colleges be comprised of Elected Members from within their profession as well as a ratio of Public Members. In the case of the College of Dental Technologists, two Public Members are required to represent and serve the public interest as members of the College Council. This “arm’s length” public representation on the College of Dental Technologists of Alberta allows for balance and transparency within the profession and ensures that the public interest, particularly in matters of health and safety, is always paramount within the profession.

Douglas Cooper was appointed by Order-in-Council to serve as a public member on the College of Dental Technologists of Alberta as of October 2014.

Dr. Catherine Mardon was appointed by Order-in-Council to serve as a Public Member in March 2018.

PUBLIC MEMBER'S REPORT 2019

The Public Members commend the CDTA Council and the CDTA membership, as well as the Executive Director/Registrar, in their efforts to maintain fiscal accountability and quality standards for themselves and the public they serve, with the goal of bringing a stable and sustainable self-regulating process to their profession.

The Public Members believe the CDTA has completely transitioned from private entrepreneurship to that of a self-regulated Profession subject to the high standards of the HPA.

The Public Members continue to commend the Council for their review of and amendments to Bylaws with an understanding that the Bylaws serve not only the mission statement of the College but also the spirit of the HPA. The College continues to be receptive to public sentiment based on the views raised by the Public Members.

The Public Members commend the current meeting schedule of the entire Council which ensures that the business of the College is conducted in a timely and transparent fashion.

The Public Members recommend continuing legal input from the same legal counsel to ensure consistency and to assist the College in the following areas: Bylaws, Code of Ethics, Standards of Practice, and Operating Policies as aligned with the HPA.

The Public Members commend and encourage the Council to continue its collaboration with the Canadian Alliance of Dental Technology Regulators. The Public Members commend the Council and CDTA for the development of their Competency Profile and Standards for DT Educational Programs.

The Public Members encourage the Council to continue to develop relationships with educational and training institutes to insure articulation between professional preparation programs and necessary competencies as identified by the College and membership growth through multiple and varied pathways of entrance into the profession.

The Public Members caution/encourage the Council and College to develop timely responses to demographic and technological changes that impact the profession. The Public Members continue to caution/encourage Council and the CDTA membership to maintain focus on the goals required within a self-governing College, to ensure resources are directed towards meeting the ends of a fully functioning regulatory body. This would include budgeting for complaints and the disciplinary process as well as establishing appropriate oversight mechanisms. In addition to budgeting for cost factors integral to a sustainable professional self-regulating body. Council is encouraged to develop policies to support professional development and training for staff and Council members. It would be advantageous to help further educate CDTA members and the public about the privilege CDTA members hold in belonging to a professional college under the Health Act.

The Public Members are encouraged by the implementation of fair and reasonable honorariums for Council and Committee members. This facilitates more active participation of all registered members in the governance, operation, and transparency of the Profession.

The Public Members, along with the entire Council and College have made the unprecedented changes needed to face the challenges of the current worldwide Covid-19 pandemic. As such the Public Members had to attend the most recent AGM,

April 30, 2020 remotely and commend Council and the membership for the collegial atmosphere they brought to the meeting.

## **PUBLIC MEMBERS' INVOLVEMENT**

Both Public Members participated in a large volume of new legislation and internal regulations. The Province passed *An Act to Protect Patients* in November 2018. This legislation covers the potential for sexual misconduct by members of Health professions in Alberta. This has involved an enormous amount of work finalizing the regulations that will cover the College and extended from last year into this year. There has additionally been much work on the College Regulations to bring the College into compliance with the Government's Bill 11, The Fair Registration Practices Act. Finally, the Public Members participated in the discussions towards implementation of the Mandatory Suspension of Non-Emergency and Non-Essential Dental Health Services ordered by the Alberta Government.

## **CONCLUSION**

The Public Members have enjoyed working with the College and its membership during their time with the College.

Respectfully submitted to Council effective the 1st of May, 2020

Douglas Cooper, CDTA Public Member

Catherine Mardon, CDTA Public Member