



2007 - 2008 Annual Report

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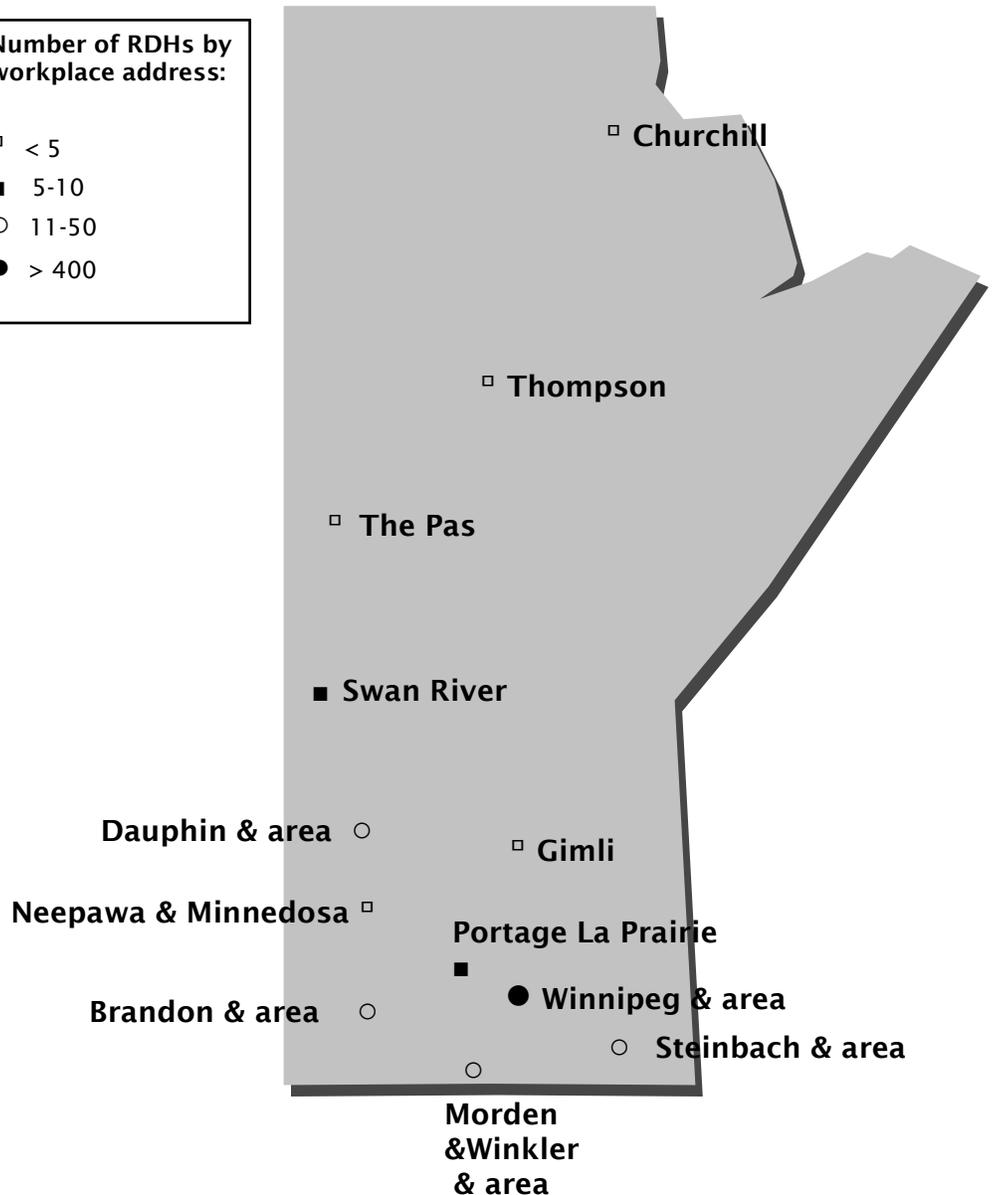
"Let 2008 be remembered as the year that The Dental Hygienists Act was proclaimed, but more than that, let it be remembered as the year that dental hygienists began thinking about what it means to be a primary health care professional, and how they can and do make a difference in the public's oral health. Now is the time not only for the public to see dental hygiene differently, it is time for dental hygienists to see themselves differently."

Mickey Emmons Wener

Distribution of Registered Dental Hygienists Employed in Manitoba

Number of RDHs by workplace address:

- < 5
- 5-10
- 11-50
- > 400



CDHM Transitional Council

In April 2006, Manitoba Health established the **CDHM Transitional Council** which consists of representatives from the Manitoba Dental Hygienists Association (MDHA), School of Dental Hygiene – University of Manitoba, a non-MDHA dental hygienist, Manitoba Health, the Manitoba Dental Association (MDA), Faculty of Dentistry – University of Manitoba, and the public.

The work of the Council thus far has been developing and refining regulations, by-laws, practice standards and registration policies and documents. Now that the *Dental Hygienists Act* and regulations have been proclaimed, a new Council must be formed of 6 elected dental hygienists and 3 government-appointed public representatives, with the primary role of protecting the public.

A special thanks to the Transitional Council, Board of Assessors and all of the individuals who have worked so hard over the years for the profession of dental hygiene to achieve its goals.

The CDHM Transitional Council has consisted of:	
Manitoba Health Representatives	Barbara Millar Dr. Bernadette Mellon (retired 2007)
Manitoba Dental Hygienists Association (MDHA) Representatives	Mickey Emmons Wener, Chair Carol Yakiwchuk Kristin Carter
Non-MDHA Dental Hygienist Representative	Patricia Hawthorn
School of Dental Hygiene Representative	Salme Lavigne
Manitoba Dental Association Representative	Dr. Michael Lasko
Dental Representative	Dr. Robert Schroth
Public Representative	Hortense Rabet (resigned 2008)
Others Affiliated with the CDHM Council:	
Consultant to the Council - MB Health	Heather McLaren (ex-officio)
Registrar	Kellie Hildebrandt, Registrar (ex-officio)
Board of Assessors	Husam Dajani Kathy Griffiths Lila Jorheim MacInnes

Council's Role

Once the CDHM Council is established, its responsibilities will include:

- Providing governance and leadership to the College through administration of the Act, Regulations and By-Laws;
- Exercising the rights, powers and privileges of the College on behalf of the College;
- Establishing and monitoring registration and continuing competency requirements;
- Appointing and overseeing the work of the committees established;
- Establishing and monitoring compliance with Regulations, By-Laws, Standards of Practice and Competencies; and
- Providing direction to the Registrar.

The CDHM Council will also be appointing individuals to serve on three committees: Continuing Competency, Complaints and Inquiry. Committees will be composed of a minimum of three members, with the latter two committees requiring one-third of the persons to be public representatives.

Chair's Report

Reflection and Vision

I am so very proud to be part of the achievement of self-regulation for dental hygiene in Manitoba. We stand on the shoulders of the many who laboured and lobbied during the past three decades for dental hygiene's self-regulation. It is these dedicated dental hygienists of the Manitoba Dental Hygienists Association, the support of the Canadian Dental Hygienists Association and the vision of the Manitoba government that I wish to give credit to and to sincerely thank. Dental hygiene in Canada, and now in Manitoba, is coming of age and is well on the road to being recognized as a profession integral to the public's health.

It is exciting that we will be voting in our first CDHM Council in September 2008. With our fresh-off-the-press legislation significantly opening up access to care, there is much potential for our profession and Manitobans. We must be ready and willing to take on new roles in new settings with new responsibilities to meet the ever growing oral health needs of the public!

I envision:

- Dental hygienists making a difference by reaching out to the public to provide important oral health promotion and disease prevention services wherever they are needed... in soup kitchens, group homes, patient's homes, hospitals, long-term care facilities, First Nations communities and geographically isolated areas.
- A strong continuing competency program - one that works closely with both practitioners and educators to ensure that, in particular, the extended practice dental hygienist is well-prepared.
- A cutting edge re-entry program that helps those who have been away from practice to be successfully re-integrated.
- Nurturing dental hygienists interested in practising independently, particularly those interested in long-term care and hospital settings.
- The public and fellow oral/health professionals developing recognition of and respect for dental hygienists as primary oral health care professionals with much to offer.
- A good working relationship between the CDHM and provincial and national oral/health associations and regulatory bodies.

Activities of the Transitional Council

The Transitional Council has been the working body of the CDHM from its inception in April 2006, following royal assent of *The Dental Hygienists Act*, until September 2008 when the first Council is to be elected at the inaugural AGM. During its time of operation, the CDHMTC fulfilled its responsibilities of developing regulations and by-laws, hiring an Interim Registrar, appointing a Board of Assessors, overseeing the first registration of Manitoba dental hygienists by January 15, 2008, and the preparation of the first AGM. The following covers this period of time.

Transitional Council Meetings:

2006, 4 meetings on 6/13, 9/13, 10/11, 11/8

- December 2006: Communiqué sent to MB dental hygienists and dentists; Manitoba Health CDHM website established.

2007, 9 meetings on 1/17, 2/21, 3/28, 4/25, 8/22, 9/25, 10/24, 11/21, 12/12

- June 2007: Interim Registrar hired; Board of Assessors appointed
- Fall 2007: Registration package mailed to all dental hygienists; communiqués sent to dental hygienists, dentists and other stakeholders

2008, 6 meetings: 1/16, 2/13, 3/19, 4/16, 6/4, 8/27

- June 2008: Kellie Hildebrandt, RDH, MBA, appointed Registrar; CDHM website established



How reaffirming it has been to experience government's recognition of dental hygiene as a profession capable of self-regulation! We are now challenged to fulfill both their and our expectations, proving that we have much to offer as primary health care professionals, especially to those who are under-served.

Chair's Report - Continued

In addition, the CDHM Chair, Registrar or other representative participated in:

Manitoba Health Regulators provides a forum for representatives from the 21 regulated health professions:

- 6 meetings: 1/29/07, 5/10/07, 5/22/07, 7/10/07, 9/12/07, 1/21/08

Health Professions Regulatory Reform Initiative with a mandate to bring in umbrella legislation whereby all Manitoba health professions will be under one Act:

- 6 meetings: 10/12/06, 1/15/07, 4/24/07, 6/27/07, 10/25/07, 6/17/08

National Dental Hygiene Certification Board - Board of Governors that oversees the operations of the NDHCB:

- 6/07: Representative attended NDHCB workshop in Washington DC
- 10/26-27/07: Registrar attended Board of Governors meeting in Ottawa
- 5/22-24/08: Registrar attended Board of Governors meeting in Ottawa
- 5/29-31/08: Registrar participated in Policy Governance Conference in Vail, CO

Federation of Dental Hygiene Regulatory Authorities:

- 6/15/06: Chair attended annual meeting in Edmonton
- 7/17-18/07: Registrar attended annual meeting in Toronto
- 9/17/08: Registrar attended annual meeting in Edmonton

Manitoba Dental Hygienists Association legislation reports:

- 2/2/07: Brandon meeting in conjunction with MDA convention
- 6/5/07: MDHA AGM, Winnipeg
- 1/25/08: Winnipeg meeting in conjunction with MDA convention
- 6/3/08: MDHA AGM, Winnipeg

Labour Mobility:

- 3 meetings: 4/2/07, 7/3/08, 8/19/08

Manitoba Dental Association Oral Health Team Committee

- 3 meetings: 2/25/08, 4/21/08, 6/9/08

These activities have provided the foundation for the building of the College of Dental Hygienists of Manitoba. It is now the responsibility of the elected council, appointed committees, and registrar to build a sound regulatory body to govern the practice of dental hygiene in Manitoba. I have no doubt that the future holds significant opportunities for its growth and development!

Respectfully submitted,

Mickey

Mickey Emmons Wener, RDH, BS, MEd
Chair, CDHMTC

Special thanks to:

Manitoba Health and our Ministers of Health for their unflagging support while developing our legislation.

Kellie Hildebrandt, whose efforts have more than met our expectations during her year as our inaugural CDHM registrar.



CDHM Statistics:

- *83% of RDHs have either passed the NDHCE or been grand-parented.*
- *83% of RDHs graduated from the University of Manitoba, School of Dental Hygiene.*
- *84% of RDHs have a membership with MDHA/CDHA.*
- *Of the RDHs that are practising:*
 - *85% are on the Extended Practice Roster*
 - *57% are on the Local Anaesthetic Roster*
 - *48% are on the Orthodontic Roster*
 - *59% are on the Restorative Roster*

Registrar's Report

It has truly been an exciting year for the College of Dental Hygienists of Manitoba.

I joined the College in June 2007 and am very much enjoying being back in Winnipeg and part of the dental hygiene profession in Manitoba. My position as Registrar with the newly established CDHM has been a busy and challenging one, but also the most gratifying and rewarding of my career. I am very proud to be a dental hygienist in Manitoba.

I would like to personally thank all the registered dental hygienists in Manitoba for being so patient and understanding with the requirements of our initial registration and with the development of our very important policies and protocols. I would also like to applaud the efforts of the many individuals who have worked tirelessly over the years to achieve self-regulation.

Registration Statistics:

The Dental Hygienists Act and Regulations establishes four registers. Effective July 30, 2008, the following statistics pertain to the established registers:

- Register of Dental Hygienists (Practising): 546
- Non-Practising: 47
- Student: 27
- Temporary: 0

Since initial registration on January 15, 2008, 41 new applications have been received, reviewed, and approved for registration. No new applications have been denied registration.

Unauthorized Practice:

The CDHM issued one notice to an individual and their employer who had been representing herself as a dental hygienist and performing dental hygiene services without registration.

Complaints and Disciplinary Action:

The College responds to written complaints about the practice or conduct of regulated members from all sources. Effective July 30, 2008, there have been no complaints or disciplinary action taken in this fiscal year.

Continuing Competency Program:

The development of the Continuing Competency Program will be one of the College's initial priorities once the Council and relevant committees are in place. Members will receive detailed information and will be provided with sufficient notice of any newly implemented requirements. These requirements will begin on a set date in the future, not prior to January 2009, and will not have retroactive expectations (i.e. will be in effect from that date forward).

National Dental Hygiene Certification Examination (NDHCE):

The purpose of any certification examination is to protect the public by ensuring that those who are certified possess sufficient knowledge and skills to perform activities safely and effectively. Currently, 83% of CDHM's members have either successfully completed the NDHCE or been grand-parented.

Successful completion of the NDHCE will be required for registration of **new applicants** after January 15, 2009. The NDHCE is offered three times each year to graduates of dental hygiene programs.

The CDHM is currently a guest member of the Board of Governors for the National Dental Hygiene Certification Board (NDHCB). Once the NDHCE is a requirement for registration of new applicants on January 15, 2009, the CDHM will be an official member of the Board of Governors. The Board of Governors meets three times a year, with the next meeting scheduled for September 2008 in Edmonton, AB.

Registrar's Report - Continued

Federation of Dental Hygiene Regulatory Authorities (FDHRA)

The CDHM is a current member of the FDHRA, which meets once per year and discusses issues that relate and affect all dental hygiene regulatory authorities across Canada. A meeting of the FDHRA is scheduled for September 2008 in Edmonton, AB.

Health Professions Regulatory Reform Initiative (HPRRI)

In 2006, Manitoba Health initiated a process to develop one act to govern all of the regulated health professions. This process is titled the "Health Professions Regulatory Reform Initiative" (HPRRI). Meetings facilitated by Manitoba Health are continuing with the 21 self-regulating health professions and are devoted to the development of umbrella health professions legislation. The CDHM is represented at these meetings where the dental hygiene perspective is provided for in the development of this legislation.

Manitoba Competitiveness, Training and Trade

Current initiatives are underway to ensure that Manitoba dental hygienists are in full compliance within Canada with the labour mobility provisions in Chapter 7 (Labour Mobility) of the Agreement on Internal Trade (AIT). The overall objective of the AIT, is to reduce and eliminate, to the extent possible, barriers to free movement of persons, goods, services, and investments within Canada to establish an open, efficient and stable domestic market.

The CDHM has partnered with Manitoba Competitiveness, Training and Trade to assess any barriers for dental hygienists - either Manitoba dental hygienists seeking registration in another jurisdiction or dental hygienists registered in another jurisdiction seeking registration in Manitoba.

PLAR/Re-entry Program Working Group

The CDHM Transitional Council has formed a working group that initially met in August 2008 to discuss Prior Learning and Assessment Recognition (PLAR) and the development of a re-entry/refresher program. It is our goal to have policies developed and a re-entry/refresher program available by January 2010.

Laser Working Group

The CDHM Transitional Council has formed a working group that is currently reviewing the research on laser usage for dental hygiene care in order to assist in the development of appropriate policy. British Columbia, Alberta, Saskatchewan and Ontario have been consulted on this subject with varied responses and policies. At this time, the use of lasers for dental hygiene services is not permitted in Manitoba. All members will be kept updated on the development of such policies.

Oral Health Team Committee (OHTC)

The OHTC is a group comprised of dentists, dental hygienists, dental assistants and dental therapists that meet to discuss and review scope of practice issues relating to the dental professions. A representative from the MDHA and CDHM serve on this committee.

CDHM Website

The CDHM is proud to introduce our new website at www.CDHM.info. The website will allow us to communicate with dental hygienists, the public and other community stakeholders. Registration and renewal information, the College Registers, and legislation are just some examples of information available to be accessed.

Kellie Hildebrandt

Kellie Hildebrandt, RDH, MBA
Registrar

CDHM and MDHA

The CDHM would like to commend the MDHA Legislation Committee for its hard work over the years with the goal of achieving self-regulation. The CDHM intends to maintain a good working relationship and partnership with the MDHA that will allow continued success for both organizations.

Please visit the MDHA's website at www.mdha.ca.

Financial Statements

REVIEW ENGAGEMENT REPORT

TO THE MEMBERS OF THE COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

I have reviewed the statement of financial position of the College of Dental Hygienists of Manitoba as at April 30, 2008 and the statements of operations, net assets and cash flow for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to me by the College.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.



Chartered Accountant

Winnipeg, Canada
June 10, 2008

Winnipeg, Canada

Financial Statements

COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

Statement of Financial Position
(Unaudited)

As at April 30, 2008

ASSETS

CURRENT ASSET

Cash		\$ 214,885
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CAPITAL ASSETS

Computer and software	\$ 3,241	
Equipment	471	3,712

\$ 218,597

LIABILITY

CURRENT LIABILITY

Accounts payable and accrued liabilities		\$ 69
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NET ASSETS

General fund	\$ 214,816	
Capital asset fund	3,712	218,528

\$ 218,597

Financial Statements

COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

Statement of operations (Unaudited)

Year ended April 30, 2008

Revenues			
Registration fees	\$	186,370	
Application fees		42,300	
MDA levied fees		36,660	
Grants - CDHA		10,000	
- MDHA		6,515	
Interest		1,623	
Sundry		210	\$ 283,678
Expenses			
Bank charges and interest		59	
Conventions		1,414	
Meetings and travel		968	
Memberships		3,186	
Moving expense		1,969	
Office		3,685	
Salaries and benefits		53,384	
Telephone		485	65,150
EXCESS OF REVENUES			\$ 218,528

Financial Statements

COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

Statement of Net Assets
(Unaudited)

Year ended April 30, 2008

	General Fund	Capital Asset Fund
Excess revenues	\$ 218,528	
Fund transfer on purchase of capital assets	(3,712) \$	3,712
BALANCE END OF YEAR	\$ 214,816 \$	3,712

Statement of Cash Flow
(Unaudited)

Year ended April 30, 2008

OPERATIONS

Cash received from members	\$ 228,880
Cash received from MDA levies	36,660
Cash received from grants	16,515
Interest income	1,623
Cash paid to suppliers and employees	(65,081)
	218,597

INVESTMENT

Purchase of capital assets	(3,712)
INCREASE IN CASH BEING CASH POSITION AT END OF YEAR	\$ 214,885

Financial Statements

COLLEGE OF DENTAL HYGIENISTS OF MANITOBA

Notes to Financial Statements
(Unaudited)

Year ended April 30, 2008

1. PURPOSE

The College of Dental Hygienists of Manitoba is the self-regulating body for the profession in Manitoba. The College provides services to its membership and governs its members in a manner that serves and protects the public interest.

The College was incorporated under The Dental Hygienists Act of Manitoba. As a not-for-profit organization, the College is exempt from tax under the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles and include the following significant accounting policies

- (a) The General Fund accounts for the College's program and administrative activities. Contributions are recognized as revenue of the fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.
- (b) The capital asset fund represents the College's investment in computers, software, and equipment. Depreciation is recorded as an expense of the capital asset fund.
- (c) Interest income is recorded on an accrual basis.
- (d) Capital assets

The capital assets are recorded at cost. Depreciation has been recorded in the accounts to amortize the cost of the capital assets over their estimated useful lives and the rates applied are as follows

Computers and software	20% diminishing balance
Equipment	20% diminishing balance

No depreciation is recorded in the year of acquisition.
- (e) Financial instruments

The fair value of cash and accounts payable and accrued liabilities are approximately equal to their carrying value due to their short-term maturity date.
- (f) Estimates

The preparation of financial statements, in accordance with Canadian generally accepted accounting principles, requires management to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period they become known. Actual results could differ from these estimates.
- (g) Contributed services

The work of the College is dependent on the voluntary services contributed by many members. Contributed services are not recognized in the financial statements because of the difficulty in determining their fair value.