

# Future of the Profession

## Status Report

October 2018



### Introduction

This is the first of periodic status reports that the CDA President will provide on the progress being made on the implementation of the 12 priority recommendations from the Future of the Profession report.

The report of the CDA Task Force on the Future of the Profession is a 'call to action' to Canadian dentists. Changing disease patterns, innovative technologies and evolving societal expectations combined with new practice models, the ever-increasing supply of dentists and the expanding role of mid-level providers are transforming dentistry. The profession needs to navigate these new realities if it is to meet its ultimate goal of providing optimal oral health care to all Canadians. The CDA Task Force report on the Future of the Profession is the starting point for the profession to collectively develop a set of action plans to ensure that dentistry remains a valuable and rewarding profession.

### 12 Priority Recommendations

**Presidents & CEOs Meeting:** At the August 2018 Presidents & CEOs meeting held in Charlottetown, 12 priority recommendations were adopted. Six of those recommendations were identified as category 'A' priorities. The 6 other priorities were identified as category 'B' priorities.

**CDA Board Meeting:** At the October 2018 meeting of the CDA Board of Directors, the 12 priority recommendations identified by the Presidents & CEOs in August 2018 were endorsed and formally adopted by the CDA.

The 12 Priority Recommendations are attached as Appendix A.

Alberta Dental  
Association and  
College

British Columbia  
Dental  
Association

Manitoba Dental  
Association

New Brunswick  
Dental Society /  
Société dentaire du  
Nouveau-Brunswick

Newfoundland &  
Labrador Dental  
Association

Northwest  
Territories &  
Nunavut Dental  
Association /  
Yukon Dental  
Association

Nova Scotia  
Dental  
Association

Ontario Dental  
Association

Dental  
Association of  
Prince Edward  
Island

The College of  
Dental Surgeons  
of Saskatchewan

## Implementation of the 12 Priority Recommendations

**A collaborative approach:** The success of the Future of the Profession initiative and the implementation of the 12 Priority Recommendations will require the collective efforts of the entire profession, including the Corporate Members, the specialists, academia and the military.

**Timelines:** The 6 Priority 'A' Recommendations will be addressed on a top priority basis over a 2-year period. The 6 Priority 'B' Recommendations will be addressed on a priority basis as well but in a more fluid manner depending on the sequencing of the work-flow, but the aim will be to have them addressed within a 4-year period.

**The role of the CDA:** The CDA Board has identified the Future of the Profession initiative as its top strategic priority. Consequently, the CDA is committed to support the implementation of the priorities by coordinating and facilitating the related work and providing the necessary resources to support the initiative.

**Two New CDA Board Priority Teams:** In order to ensure that the Future of the Profession initiative remains top of mind at the CDA, the CDA Board of Directors has established two CDA Board Priority Teams to guide and oversee the implementation of the 12 Priority Recommendations.

The two new Board Priority Teams are:

**The Healthy Public Team**

Goal: Optimal Oral Health Care for everyone in Canada

**The Strong Profession Team**

Goal: Support for the dentist of the future

The **Healthy Public Team** will be responsible for 6 of the recommendations that deal with matters external to the profession (a mix of A and B Priority Recommendations). Its mandate is to address access to care issues with the goal of achieving optimal oral health care for everyone in Canada.

The **Strong Profession Team** will be responsible for 6 of the recommendations that deal with matters internal to the profession (a mix of A and B Priority Recommendations). Its mandate is to address professional issues with the goal of supporting the dentist of the future.

The division of the Priority Recommendations between the two CDA Board Teams is as follows:

**Healthy Public Team** (Goal: Optimal Oral Health Care for everyone in Canada)

The Healthy Public Team will oversee the following 6 Priority Recommendations (note that the recommendation on the 'basket' was edited to eliminate any confusion):

- |   |  |   |
|---|--|---|
| 1 | The Canadian dental profession should articulate and promote a clear definition of oral health that enables the measurement of oral health and systemic health outcomes, and that helps to demonstrate the value of oral health care.  | Category A - Vision 1, Recommendation 1 |
| 2 | The Canadian dental profession should promote the intrinsic importance of oral health and highlight the relationship between oral health and systemic health. It is the responsibility of the dentist to lead interdisciplinary teams in the collaborative management of oral diseases and conditions. | Category A - Vision 1, Recommendation 2 |
| 3 | The Canadian dental profession should take all possible steps to ensure that the basic oral health needs of the entire Canadian population are met, regardless of geography or individual socioeconomic circumstances.   | Category A - Vision 2, Recommendation 2 |
| 4 | The Canadian dental profession should determine what constitutes a "basket" <del>of medically-necessary oral health care services.</del> of essential oral health care services that everyone in Canada should be able to access.  | Category B - Vision 2, Recommendation 1 |
| 5 | The Canadian dental profession should collaborate and create coalitions with health care and other professional groups as well as civil society groups interested in improving the oral health, overall health and social and living conditions of people in Canada.                                   | Category B - Vision 2, Recommendation 3 |
| 6 | The Canadian dental profession should embrace the principle of person-centred care, and, encourage the delivery of oral health care to vulnerable patient groups in locations and by delivery methods that are most appropriate for these groups.  | Category B - Vision 2, Recommendation 5 |

**Strong Profession Team** (Goal: Support for the dentist of the future)

The Strong Profession Team will oversee the following 6 Priority Recommendations:

- |   |  |
|---|--|
| 1 | The Canadian dental profession should ensure that all dentists licensed to practice have an excellent grounding in the principles of professionalism, ethics and empathic communication.<br>Category A – Vision 3, Recommendation 3  |
| 2 | The Canadian dental profession should facilitate the provision of business education and resources for dentists that are appropriate for their chosen model of practice.<br>Category A - Vision 4, Recommendation 6  |
| 3 | The Canadian dental profession should ensure that graduates are aware of the full range of career options available to them, including alternative practice models.<br>Category A - Vision 4, Recommendation 7   |
| 4 | The Canadian dental profession should establish a formalized mentorship program for new graduates to facilitate the transition into professional practice and to encourage lifelong learning.<br>Category B - Vision 3, Recommendation 6   |
| 5 | The Canadian dental profession should advocate for funding of health care technology assessment research that will help practicing dentists make wise choices when considering incorporating new technologies into practice.<br>Category B - Vision 4, Recommendation 2                        |
| 6 | The Canadian dental profession should establish a national certification body for continuing dental education that assesses courses, to ensure that they are based on sound scientific evidence and free of funding bias and conflicts of interest.<br>Category B - Vision 3, Recommendation 7 |

Each of the two CDA Board Teams is composed of 5 Board Members and two staff resource persons as follow:

The **Healthy Public Team** is composed of:

Dr. Daniel Violette, Team Lead  
Dr. Lyn Tomkins  
Dr. Joel Antel  
Dr. Mike Prestie  
Dr. Roger Armstrong

Dr. Benoit Soucy, staff resource  
Dr. Aaron Burry, staff resource

The **Strong Profession Team** is composed of:

Dr. Linda Blakey, Team Lead  
Dr. Richard Holden  
Dr. Heather Carr  
Dr. Tobin Doty  
Dr. Bruce Ward

Dr. John O’Keefe, staff resource  
Mr. Geoff Valentine, staff resource

**A First Task Force on the 'Basket of Services'**: In order to fast-track the work on 2 key Priority Recommendations, the CDA Board has established a first task force – the 'Basket of Services' Task Force - to deal with: 1) the definition of oral health, and 2) the 'basket' of essential oral health care services that everyone in Canada should be able to access.

The 'Basket of Services' Task Force will prepare a report for the CDA Board meeting in February 2019 that will include recommendations on the steps to adopt a definition of oral health, and on a list of principles for the development of basket of essential oral health care services that everyone in Canada should be able to access.

The Terms of Reference of the 'Basket of Services' Task Force are attached as appendix B.

The reason that the wording in the 'basket of services' recommendation was modified to read: 'a basket of essential oral health care services that everyone in Canada should be able to access' is that the previous wording of 'medically necessary oral health care services' implied that this was connected to general health. It is not. Rather, the 'basket' will be a tool that the profession can use when it lobbies governments for publicly-supported oral health services.

CDA Board Member, Dr. Lynn Tomkins will chair that 'Basket of Services' Task Force and the CDA staff resource person will be Dr. Aaron Burry, Associate Director Professional Affairs.

**Communications with Corporate Members and Stakeholders**: To ensure that CDA Corporate Members and stakeholders are kept informed of developments, the CDA President will send out regular status reports on the plans and progress in the implementation of the 12 Priority Recommendations. The Future of the Profession will also be a main topic at the Presidents & CEOs meetings, the Dentistry Leaders' Forum meetings and the monthly DIG meetings.

## **Next Steps**

**'Basket of Services' Task Force**: The members of the 'Basket of Services' Task Force will be appointed and will be mandated to produce a report at the February 2019 CDA Board meeting, which will include recommendations on the steps to adopt a definition of oral health, and on a list of principles for the development of basket of essential oral health care services that everyone in Canada should be able to access.

**Implementation Plans**: Each of the two CDA Board Teams will produce an implementation plan for the Priority Recommendations for consideration by the CDA Board at its February 2019 Board meeting.

**Establishment of Other Task Forces**: Following the adoption of implementation plans for the 12 Priority Recommendations in February 2019, the CDA Board will establish other task forces.

**Communications with Corporate Members and Stakeholders**: As progress is achieved on addressing the 12 Priority Recommendations, regular status reports will be sent to CDA Corporate Members and stakeholders.

**April CDA Meetings:** The Future of the Profession will be a key agenda item at the April 2019 meetings of the Presidents & CEOs and the Dentistry Leaders' Forum.

**Canadian Oral Health Roundtable:** At the April 2019 meeting of the Canadian Oral Health Roundtable (COHR), there will be a discussion of the principles for the establishment of a basket of essential oral health care services that everyone in Canada should be able to access.

## **Current Work Related to the 12 Priority Recommendations**

Our request to our Corporate Members, the CDSA, the ACFD and the Royal Canadian Dental Corps is for information on any work that your organization might be currently engaged in that is either directly or indirectly related to the 12 Priority Recommendations. We will need to ensure that we can integrate that work in any new initiative that we undertake in order to maximize resources and avoid duplication of effort. We thank you in advance for that information.

In closing, the CDA looks forward to collaborating with all segments of dentistry in the implementation of the 12 Priority Recommendations.

Sincerely,



Dr. Michel (Mitch) Taillon  
President

## Presidents & CEOs Meeting

August 22, 2018

Charlottetown, ON

### Future of the Profession – Task Force Report

#### Prioritization of Recommendations

##### **A Category Priority Recommendations**

- The Canadian dental profession should articulate and promote a clear definition of oral health that enables the measurement of oral health and systemic health outcomes, and that helps to demonstrate the value of oral health care. Vision #1 – Recommendation #1
- The Canadian dental profession should promote the intrinsic importance of oral health and highlight the relationship between oral health and systemic health. It is the responsibility of the dentist to lead interdisciplinary teams in the collaborative management of oral diseases and conditions. Vision #1 – Recommendation #2
- The Canadian dental profession should take all possible steps to ensure that the basic oral health needs of the entire Canadian population are met, regardless of geography or individual socioeconomic circumstances. Vision #2 – Recommendation #2
- The Canadian dental profession should ensure that all dentists licensed to practice have an excellent grounding in the principles of professionalism, ethics and empathic communication. Vision #3 – Recommendation #3
- The Canadian dental profession should facilitate the provision of business education and resources for dentists that are appropriate for their chosen model of practice. Vision #4 – Recommendation #6
- The Canadian dental profession should ensure that graduates are aware of the full range of career options available to them, including alternative practice models. Vision #4 – Recommendation #7

## **B Category Priority Recommendations**

- The Canadian dental profession should determine what constitutes a “basket” of medically-necessary oral health care services. Vision #2 – Recommendation #1
- The Canadian dental profession should collaborate and create coalitions with health care and other professional groups as well as civil society groups interested in improving the oral health, overall health and social and living conditions of people in Canada. Vision #2 – Recommendation #3
- The Canadian dental profession should embrace the principle of person-centred care, and encourage the delivery of oral health care to vulnerable patient groups in locations and by delivery methods that are most appropriate for these groups. Vision #2 – Recommendation #5
- The Canadian dental profession should establish a formalized mentorship program for new graduates to facilitate the transition into professional practice and to encourage lifelong learning. Vision #3 – Recommendation #6
- The Canadian dental profession should advocate for funding of health care technology assessment research that will help practicing dentists make wise choices when considering incorporating new technologies into practice. Vision #4 – Recommendation #2
- The Canadian dental profession should establish a national certification body for continuing dental education that assesses courses, to ensure that they are based on sound scientific evidence and free of funding bias and conflicts of interest. Vision #3 – Recommendation #7

## TERMS OF REFERENCE

### BASKET OF SERVICES TASK FORCE

#### Mandate:

In order to implement two of the recommendations from the report on the Future of the Profession, the Task Force will provide advice to the CDA Board on: 1) the adoption of a definition of oral health and 2) the identification of principles for the development of a basket of essential oral health care services that all Canadians should be able to access.

#### Objectives:

1. To recommend a definition of oral health that enables the measurement of oral health and systemic health outcomes and that helps to demonstrate the value of oral health care. *(Based on the Vision 1 – Recommendation 1 of the report on the Future of the Profession)*. **Delivery: February 2019**
2. To recommend a list of principles that could form the foundation for the development of a basket of essential oral health care services that all Canadians should be able to access. *(Based on the Vision 2 – Recommendation 1 of the report on the Future of the Profession)*. **Delivery: February 2019**
3. To identify what specific project or research support may be required for the development of a basket of essential oral health care services that all Canadians should be able to access. **Delivery: February 2019**
4. To recommend an implementation plan for the development of a basket of essential oral health care services that all Canadians should be able to access. **Delivery: February 2019**
5. To guide and report on the ongoing progress of the basket implementation plan. **Delivery: Ongoing**

#### Composition and Length of Term:

Task Force members will be appointed by the CDA Board of Directors. The Task Force will consist of up to four members including one CDA Board Member who will act as Chair of the Task Force. Membership on the Task Force should include: 1) a general dentist in practice who is familiar with the principles of essential oral health care and in policy framework development; 2) a general dentist in practice with experience working in government programs for underserved communities; 3) a specialist in dental public health.

The Task Force will remain active until the adoption of a definition of oral health and the final development of a basket of services required for the maintenance of oral health.

#### Risk Management:

The Task Force will ensure that strategies and action plans presented to the Board for approval include a strategic risk assessment. The risk assessment should identify potential risks, assess their magnitude and impact, and offer ways to mitigate any such risks.

**Code of Conduct:**

The Task Force will adhere to all CDA policies and will observe the CDA Code of Conduct.

**Meetings:**

The Task Force will meet by Zoom teleconference and will seek authorization through the CDA Executive Director to meet in-person should that prove necessary.

**Reporting/Accountability:**

The Task Force will report to the CDA Board of Directors or through a CDA Board team that may be established to coordinate the implementation of the recommendations on the Future of the Profession.

**Staff Support**

The staff support provided to the Task Force is assigned by the Executive Director.