



Winter Council Meeting Minutes

Guiding Principles:

CDSS is a dental regulatory body that regulates dentists 'by the right of the Minister of Health', Government of Saskatchewan, via the Dental Disciplines Act (1997). This is to say the Government delegates, through legislation, the responsibility to the CDSS to license and regulate dentists in Saskatchewan 'in the public interest'.

Vision:

Safely serve the public.

Mission:

License new entrants. Regulate members. Provide continuous education. Implement current best practices.

Values:

Safety. Integrity. Professional. Fulfilling.

Land Acknowledgement:

We acknowledge that the College of Dental Surgeons of Saskatchewan is located on Treaty 6 Territory and the Homeland of the Metis. We pay our respects to the First Nations and Metis ancestors of this place and reaffirm our relationship with one another.

January 5th, 2024, Council Meeting

In person: Cyan Room, Alt Hotel, Saskatoon, SK

Attendees: Drs. Raj Bhargava, Mike Fowler, Micheal Koskie, Erika Ridgway, Kevin Saganski, Derek Thiessen, Wes Thomson, Dean Zimmer; Don Robinson, Silvia Martini, Gord Wyatt (virtually), Gord Gillespie, Jaime Korczak, and Jessica Gunn.

Regrets: Dr. Kabir Viridi & Gord Wyatt (afternoon).

Guest Speakers: Ed Dermit – CDSPI & Dr. Stefan Piche – NDEB. Deferred, due to technical difficulties and will be rescheduled.

Commenced 8:41 a.m.

Opening remarks

President

Dr. Thiessen discussed how we had a very busy end to 2023 and start to 2024, and wanted to give props to council for their hard work as we are on the precipice of great change. The management team has set ambitious goals for this year, but Dr. Thiessen has confidence in the team.



Procedural

- Quorum Confirmation
- Welcome & Introductions
- Conflict of Interest Self Declaration

Chair
Chair
Chair
Chair

Consent Items

Minutes of

- 1. October Council Meeting - [link](#)
- 2. Special Resolution - Radiation and Imaging Standard Amendments - [link](#)
- 3. Special Resolution - Redeeming GIC - [link](#)

Chair

Committee Reports/minutes

- 1. Executive Committees Reports
 - a. Governance – [link](#)
 - b. Audit/Finance – [link](#)
 - c. HR/Compensation – decision item
- 2. Statutory
 - a. Discipline - NTR
 - b. Professional Conduct - [link](#)
- 3. Council Committee Reports
 - a. Quality Assurance – NTR
 - b. Advertising Review - NTR
 - c. Continuing Education & Learning - NTR

Management Reports

- 1. President’s Report - [link](#)
- 2. Registrar’s Report - [link](#)
- 3. ED Report – [link](#)
- 4. 2023 Overview – [link](#)
- 5. 2024 Management Goals – [link](#)
- 6. Sterilization and Waterline Monitoring Reports - [link](#)
- 7. Critical Incident Report - [link](#)

Agenda Approval

Motion to adopt the consent items as presented:

Moved: Don Robinson	Seconded: Raj Bhargava	CARRIED
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Orientation – deferred to March 2024 Council Meeting

New & Carried Action Items – See Appendix I

Decision/motion items

Financial – Dr. Bhargava

- 1. 2024 Budget – adopt – [link](#)



Motion to adopt the Budget items as presented:

Moved: Raj Bhargava	Seconded: Wes Thomson	CARRIED
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2. Schedule I – Permits and Guide price adjustments – adopt- [link](#)

Motion to adopt Schedule I as presented:

Moved: Raj Bhargava	Seconded: Kevin Saganski	CARRIED
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Action Item Update current document, post to Website, update staff.

3. GIC repurchase – approve

Motion to repurchase GIC as presented:

Moved: Raj Bhargava	Seconded: Michael Koskie	CARRIED
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4. Saskatchewan Dental Association funding – approve

Action Item Council discussed the situation and came to the conclusion that the Finance Committee will bring forward a new Budget to council to include seed money for the SDA, for Council’s approval.

Governance – Dr. Fowler

1. Task calendar – extend - [link](#)

Motion to extend the Task Calendar as presented:

Moved: Mike Fowler	Seconded: Erika Ridgway	CARRIED
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2. Strategic Plan – VMV replace member with Registrant – extend - Strategic Plan [link](#) VMV [link](#)

Motion to replace member with Registrant in VMV and retain the Strategic Plan as presented:

Moved: Mike Fowler	Seconded: Erika Ridgway	CARRIED
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Action Item Update this document and the website.

3. Whistleblower policy – adopt- [link](#)

Motion to adopt the Whistleblower Policy as presented:

Moved: Mike Fowler	Seconded: Kevin Saganski	CARRIED
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Action Item Update/format this document and add to council website.

4. Media policy – adopt- [link](#)

Motion to adopt Media Policy as presented:

Moved: Mike Fowler	Seconded: Kevin Saganski	CARRIED
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Action Item Update/format this document and add to council website.

Human Resource – Dr. Thiessen

1. PCC Chair compensation – Revise from 2 days per diem per month to 3 days per month

Motion to adopt PCC Chair compensation as presented:

Moved: Derek Thiessen	Seconded: Michael Koskie	CARRIED
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Action Item Dean and Drew to have a meeting regarding compensation for all of PCC members, Wes would like this extended to QAC members. Dean also suggested amalgamating PCC and QAC. Dean to bring this back to council in March.

2. HR Compensation Policies – extend - Registrar [link](#), Chair [link](#), ED [link](#), Employee [link](#)

Motion to adopt HR Compensation Policies as presented:

Moved: Derek Thiessen	Seconded: Don Robinson	CARRIED
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Action Item updated on council website.

Other

1. Member Website – updates – Jaime/Jessica - [link](#)

Motion to adopt New Members Website as presented:

Moved: Raj Bhargava	Seconded: Kevin Saganski	CARRIED
Silvia Martin abstained as she did not have log in credentials to view the website.		

Action Item Make website live with 5by5 team, ask 5by5 for impressions/hits on websites.

2. Registrar painting policy – adopt – Jaime – [link](#)
Action item – Jaime to amend with consideration for council approval in extenuating circumstances (if a registrar leaves in good standing due to health less than 10 years or registrar left not in good standing after more than 10 years, etc.)

3. Public posting of simplified fee guide – adopt – Jaime

Motion to post a simplified fee guide on the www.yoursaskdentist.ca website for the public.

Moved: Raj Bhargava	Seconded: Kevin Saganski	CARRIED
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After discussion if a regulatory body or association should post this and where we lie as we are dual, it was decided to;

Action item Scrub the www.yoursaskdentist.ca website of all regulatory wording and imaging then add the simplified fee guide to this page and link it on our Fee Guide page on the regulatory website (www.saskdentists.com)

Action Item Economics Committee to decide what will be on the simplified version posted.

Action Item add preamble from fee guide to the website fee guide page.

4. Umbrella amalgamation – adopt- Decision Tree - [link](#), Letter [link](#)
 The management team has been meeting with the Minister and feel they are in a solid position. They have identified shortcomings and are working on updating to align all of the suggested changes in the purposed umbrella legislation so when it does come into effect we will be prepared. This could cause a potential amalgamation between the dental bodies. Dentists have more needs and deal with more complaints, have more licensing categories, etc. so we would need more stakes than others in the oral health profession if we were to amalgamate. The SDTA is basically at ground zero and building up, we have received complaints about their office not responding to complainants. Their membership is about to grow substantially with the new program at the College of Dentistry starting this year. SDAA moved to only regulatory with no association functions or support for their members who are very displeased with this and have



come to us for support. The concern was brought up that our members rely on their support staff to function so a potential licensing issue or strike of the assistants could affect our members greatly. This issue was brought to the attention of the Minister's office, who did not seem to have great concern at this time. It was decided that council would be in favour of amalgamation if proposed to us but will not seek out to amalgamate at this time. Management will not undertake any amalgamation initiatives, however if approached is to explore the opportunity and present their recommendation to Council.

Discussion items

1. Conference Location – Jaime
 Due to business issues and unforeseen costs arising at REAL, we have looked at moving the conference to the Conexus Centre. This may cause us to lose our deposit with REAL.
Action Item Look into if REAL is under the City of Regina now then the deposit might be valid at Conexus Centre.
Action Item Move AGM to Breakfast on the Saturday of the Conference.
Action Item We currently have dates booked for 2025 with TCU but will discuss moving this to the association if appropriate.
2. GST recovery for renovations – Raj/Jaime
Action Item Get MNP to set up GST # for CDSS. See if it can be retroactive.
Action Item Get Sean to review Lease Amendment, see if there are any clauses that if they fail to reimburse for fire rating & tenant share we can stop rent payments etc. Get Sean's opinion on the fire rating as this should be a structural and Midtowns invoice to bare.
3. Denturist's Scope - [link](#) Denturists Authorized Practice Concern – Dean - [link](#) – [link 2](#)
Action Item Dean to see how Denturists respond to the letter and confirm the definition of removable with them and go from there.
4. Prof Corp/Associate Licensure – Dean

Motion to allow Associate Members to keep their Dental Professional Corporation active and voluntarily track their continuing education for 2 years after they become an Associate Member:

Moved: Raj Bhargava	Seconded: Mike Fowler	CARRIED
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5. Day of Giving in 2024 – Dean/Jaime
 Delay until Fall
6. CDCP – Derek
 Dr. Thiessen mentioned that the last emailed update that was sent to council is currently where things stand. Jaime is going to be in Ottawa to attend the next meeting in person and Derek will join virtually. All of the provinces are aligned in their concerns including Quebec. Which includes the possibility of this causing cuts to provincial and/or private insurance plans, fair fees for dentists and administratively a plan that will work for all involved. They are asking dentists to enroll in the plan without them even seeing the details of the plan.



Action Item Talk to Todd to see if “Association” is willing to do a Town Hall meeting with dentists to discuss not enrolling in the plan. To help with more bargaining leverage, if most dentists don’t sign up for the plan, they can more easily negotiate fees etc. with the government to make it a successful plan for all.

7. Grad Breakfast – Jaime – [link](#)
Council agreed that this should be a CDSS event and to run it how we choose. Continue with plan to invite Dean, Professors etc. but support staff must pay to attend, more of an introduction to the CDSS and onboarding for new SK dentists.
8. Clear Aligner and Straight Wire Orthodontic Guidelines – Debate in order to send to membership for review and recommendations – [link](#)
Action Item for Raj to adjust these suggested edits then we would send to the membership.
9. Guideline for Implant Dentistry – Debate in order to send to membership for review and recommendations – [link](#)
Action Item for Raj to adjust these suggested edits then we would send to the membership.
10. Registration and Licensing Statistics – Dean - [link](#)
Council thanked Dean for bringing these numbers forward as they have never been presented before.
11. Complaint Process Statistics – Dean - [link](#)
Council thanked Dean for bringing these numbers forward as they have never been presented before. Silvia suggested a % comparison in the next update.
12. Student Licences – Dean - [link](#)
Action Item Dean to confirm into the competencies list. (include Endo?)
13. UofS CofD CE for Part Time Academic Members Request – Dean - [link](#)
Action Item Registrar to prepare a formal recommendation to Council
14. Whitening and Cosmetic Procedure Policy – Dean – [link](#) – [link 2](#)

Motion to approve Whitening and Cosmetic Procedure Policy as presented:

Moved: Rah Bhargava	Seconded: Derek Thiessen	CARRIED
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Action Item Update Policy, update website, send to members

15. Blood Borne Virus Policy – Dean - [link](#) – [link 2](#) – [link 3](#)
Action Item Dean to put Policy together based on presented examples and bring forward to council in March.
Action Item Add green box or similar to our standards similar to CPSS BBV Policy linked.
16. Sask Oral Health Professions – Dean
Discussion took place including comments from fellow oral health care bodies.
17. Risks - Coordinator of Professional Standards and Complaint Process, Amalgamation, SDAA – Dean
Discussion took place regarding potential; impact to this position as well as PCC and Discipline Committees.
18. Acting Registrar Update – Dean - [link](#)
19. Registrar Role Report – Dean - [link](#)
20. PCC and Discipline Committee Member Approval



- a. At a meeting of the Council each year, there shall be appointed the following regulatory committees as are formed by the approved motion of the Council.

Motion to approve PCC and Discipline Committee Member:

Moved: Derek Thiessen	Seconded: Kevin Saganski	CARRIED
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- 21. Neuromodulator Standard Amendment - Dean - [link](#)

Motion to approve Neuromodulator Standard as presented:

Moved: Derek Thiessen	Seconded: Michael Koskie	CARRIED
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Action Item update standard, add to website, send to membership

- 22. Sedation Standard Amendment - Dean - [link](#)

Motion to approve Sedation Standard as presented:

Moved: Michael Koskie	Seconded: Wes Thomson	CARRIED
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Action Item update standard, add to website, send to membership

- 23. Minute and report submissions – 14 days

Round Table

Chair

Closing Comments

President

Adjournment

Chair

Moved: Derek Thiessen

In Camera

- 1. Amendment to June 2, 2023 interim registrar motion:

- a. From:

Dr. Dean Zimmer be hired under contract, until midnight March 31, 2024, as “Acting Registrar”. Devoting 2 days per week and additional time as may occasionally be required, with in-office hours to meet the needs of the business as defined by the Executive Director, and regular update calls with the ED to occur. On or before December 31st, 2023, Dr. Zimmer will provide council with a report and framework for the terms of a permanent Registrar Position. Dr. Zimmer will receive no right of first refusal for the permanent position and will be required to apply as other candidates do when the job posting opens to applications (February 1, 2024). All administrative CDSS staff will report to the Executive Director

- b. To:

Dr. Dean Zimmer be hired under contract, until midnight March 31, 2024, as “Acting Registrar”. Devoting 2 days per week and additional time as may occasionally be required, with in-office hours to meet the needs of the business as defined by the Executive Director, and regular update calls with the ED to occur. On or before January 5th 2024, Dr. Zimmer will provide council with a report and framework for the terms of



a permanent Registrar Position. All administrative CDSS staff will report to the Executive Director.

Motion to Amendment to June 2, 2023 interim registrar motion:

Moved: Derek Thiessen	Seconded: Kevin Saganski	CARRIED
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- 2. Authorization for President Thiessen to offer the Registrar position to the interim Registrar. Dr. D. Zimmer be offered the part time Registrar position effective January 15th 2024 under a renewable contractual agreement, with the first term expiring not later than December 31 2026. President Thiessen to negotiate the initial contract end date to be not later than December 31st 2026.**

Motion for Authorization for President Thiessen to offer the Registrar position to the interim Registrar:

Moved: Derek Thiessen	Seconded: Erika Ridgway	CARRIED
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- 3. Authorization for President Thiessen to extend Council's appreciation to the Executive Director.
A one-time lump sum financial award of \$5,000 is to be added to the Executive Directors next pay in recognition of the inordinate amount of personal time she has had to invest to ensure the CDSS is fully involved in the initial stages of both the proposed Canadian Dental Care Plan and the proposed Saskatchewan umbrella legislation.**

Motion for Authorization for President Thiessen to extend Council's appreciation to the Executive Director:

Moved: Don Robinson	Seconded: Mike Fowler	CARRIED
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Appendix I

NEW & CARRIED ACTION ITEMS – January 2024

<p>Management to review admin/regulatory bylaws and report to Executive Committee and Council; governance committee will assist if needed</p> <p>**JO: talking with Ministry about it, made a lot of progress ***to be sent to other regulatory' s under the Act and Ministry for feedback/revisions, then comes back to council to be passed as a motion</p> <p>NEW: Currently with the Gov't</p> <p>**Update: received feedback, will be another revision to go back to Gov't shortly; more clarification was needed</p> <p>*Waiting on umbrella legislation to be finalized</p>	Management	<p>Jan-2022</p> <p>April-2022</p> <p>June-2022</p> <p>Oct-2022</p> <p>JAN-2023</p> <p>March-2023</p> <p>June-2023</p> <p>Oct-2023</p> <p>Jan-2024</p> <p>March 2024</p>	<p>New</p> <p>CARRIED</p>
<p>Day of Giving—at next meeting with Dean Walter, discuss a collab with CoD.</p> <p>*Discuss based on effects of CDCP in Fall</p>	Management	<p>Jan-2024</p> <p>March 2024</p>	<p>New</p> <p>Carried</p>
<p>Jaime to work with Todd on getting the steering committee going in 2024.</p> <p>*Ongoing</p>	Management	<p>Jan-2024</p> <p>March 2024</p>	<p>New</p> <p>Carried</p>
Networking & Government relations Policy	President/management	<p>Jan-2024</p> <p>March 2024</p>	CARRIED
Executive and Registrar to review the Prescribing and Dispensing Standard and develop revision recommendations	Executive/Registrar	<p>June-2022</p> <p>Oct-2022</p> <p>Jan-2023</p> <p>March-2023</p> <p>June-2023</p> <p>Oct-2023</p> <p>March 2024</p>	<p>New</p> <p>CARRIED</p>
Review Informed Consent	Registrar	<p>March-2023</p> <p>June-2023</p> <p>Oct-2023</p> <p>Jan-2024</p> <p>March 2024</p>	<p>New</p> <p>CARRIED</p>
Look into contracted dentists and how to keep our database accurate	Registrar	<p>June-2023</p> <p>Oct-2023</p> <p>Jan-2024</p> <p>March 2024</p>	<p>New</p> <p>CARRIED</p>
Registrar to investigate posting PCC cases on public and member website	Registrar	<p>Jan-2024</p> <p>March 2024</p>	CARRIED

Registrar to bring forward updated Radiation Standard for council to review	Registrar	Jan-2024 March 2024	CARRIED
Hospital Dentistry Discussed with Ministry, will prepare presentation for March	Dr. Bhargava	Jan-2024 March 2024	New Carried
Raj to talk to Gruza, Koneru and Humber re: Hospital Dentistry	Dr. Bhargava	March 2024	New
Code of Conduct & Confidentiality comparison with MB	HRC	March 2024	New
Contribution to business review results	HRC	March 2024	New
Service Award Policy	HRC	March 2024	New
Finance Committee will bring forward a new Budget to council to include seed money for the SDA, and Jaime Bonus and for Council's approval.	Finance Committee	March 2024	New
Economics Committee to decide what will be on the simplified Fee Guide to be posted.	Economics Committee	March 2024	New
Update VMV document and the website	Management	March 2024	New
Update Whistleblower Policy on website	Management	March 2024	New
Update Media Policy on website	Management	March 2024	New
Update Council website with updates HR policies	Management	March 2024	New
Make new members website live	Management	March 2024	New
Get impressions on websites from 5by5 and present to council	Management	March 2024	New
Management to amend Registrar Painting Policy with consideration for council approval in extenuating circumstances (if a registrar leaves in good standing due to health less than 10 years or registrar left not in good standing after more than 10 years, etc.)	Management	March 2024	New
Scrub the www.yoursaskdentist.ca website of all regulatory wording and imaging then add the simplified fee guide to this page and link it on our Fee Guide page on the regulatory website (www.saskdentists.com)	Management	March 2024	New
Add preamble from fee guide to the website fee guide page.	Management	March 2024	New
Look into if REAL is under the City of Regina now then the deposit might be valid at Conexus Centre.	Management	March 2024	New
Move AGM to Breakfast on the Saturday of the Conference.	Management	March 2024	New

Get Sean to review Lease Amendment, see if there are any clauses that if they fail to reimburse for fire rating & tenant share we can stop rent payments etc. Get Sean's opinion on the fire rating as this should be a structural and Midtowns invoice to bare.	Management	March 2024	New
Update Whitening and Cosmetic Procedure Policy, update website, send to members.	Management	March 2024	New
Raj to adjust Guideline for Implant Dentistry with suggested edits then management will send to the membership for feedback.	Dr. Bhargava/ Management	March 2024	New
Raj to adjust Clear Aligner and Straight Wire Orthodontic Guidelines with suggested edits then management will send to the membership for feedback.	Dr. Bhargava/ Management	March 2024	New
Add green box or similar to our standards similar to CPSS BBV Policy.	Management/Dean	March 2024	New
update Neuromodulator Standard, add to website, send to membership	Management/Dean	March 2024	New
update Sedation Standard, add to website, send to membership	Management/Dean	March 2024	New
Dean to see how Denturists respond to the letter and confirm the definition of removable with them and go from there.	Dean	March 2024	New
Dean to review the competencies list. (include Endo?) for Summer Student Licenses	Dean	March 2024	New
Dean to put Blood Borne Virus Policy together based on presented examples and bring forward to council in March.	Dean	March 2024	New
Dean to have meeting with Drew regarding PCC (and QAC as per Wes' request) compensated and amalgamating PCC and QAC, and bring back to council	Dean	March 2024	New
Develop online video explaining Bylaws and Facility Standards Note: (Gov't to approve 1st) Will review once we have PEP in place again. Revisit this in spring (*Revisit in October) New: revisit when PEP is established	CE/Meagan	April 2022 Oct 2022 Jan 2023 June 2023 Oct 2023 Oct 2024	New CARRIED