

Date:
Name (minister of health
Title
Address

Dear XXXXXXXXX:

In Confidence

The College of Dental Surgeons of Saskatchewan (CDSS) supports your proposed initiative to implement “umbrella legislation” across the health care sector.

We respectfully request you consider mandating the amalgamation of the attached colleges (attach list in alphabetical order) currently involved in the delivery of oral health care to the people of Saskatchewan under one college.

The CDSS believes it is in both the Ministry and public’s best interest to hold one organization accountable for the safe delivery of all oral health care services in the province. We strongly encourage you to appoint the CDSS be as the sole governing regulatory body for all aspects of oral health care. Contrary to any perception this may be a self-serving request, a systemic review of the profession clearly demonstrates Dentists are at the heart of oral health care.

Dentists:

- Are the trusted first point of contact for those seeking care.
- Are fully trained, educated and highly skilled in the delivery of all aspects of oral healthcare.
- Determine how and when to utilize the support services offered by the other existing oral health care colleges - including hiring, scheduling, managing, supervising, coaching, reassigning and terminating.
- Accountable to their patients for all treatments and care taking place in their clinics.
- Have invested heavily in training, facilities and equipment, staffing, safety measures and continuing education to stay abreast of best practices to safely serve the public.
- Are trusted and respected role models in their communities.

We welcome the opportunity to meet with you to provide a more thorough review of the Dentist managed and led model of delivering oral health care in the province.

Respectfully,

Dr. Derek Thiessen
President

Dr. Dean Zimmer
Registrar

Oral Health overview

7-Dec-23

Colleges	~Members	Target Rank	Current Primary	Functions		Roles			
				Regulatory	Association	Dual	Registrar	President	Exec Director
CDSS	575		Regulatory			Yes	Dr. Dean Zimmer	Dr. Derek Thiessen	Jaime Korczak
Assistant	1500	3	Assoc	In process of splitting			Brenda?	?	Brenda?
Denturist	65	4	Assoc				Ashley Stevens	Kally Braaten	?
Hygienist*	700	2	Splitting - Reg	Yes	Refer CDHA		Shelby XXXXX	?	?
Technician	100	5	?				Brent Cave	?	?
Therapist **	180	1	?				Wendy Thiennes	Mary-Lou Sanderson	Wendy Thiennes

* Contacted CDSS. Semi interested in regulatory amalgamation
 Referring registrants to national association - CDHA
 Continuing conversations

** Contacted CDSS. Suspect they are seeking regulatory amalgamation
 Dean and Jaime meeting with them on Monday Dec 11

DRAFT CDSS Amalgamation Considerations

1. Weaknesses

- a. Office footprint
- b. Management and staff experience level
- c. Time constraints re own divestiture process

2. Strengths

- a. Ongoing trust of past and present Ministers of Health
Face to face meeting practice
- b. High performing dedicated management team
- c. Council populated with seasoned oral healthcare professionals
- d. Currently function with split roles and dual reporting to Council
 - i. Registrar – Regulatory functions
 - ii. Executive Director – Administration, HR, IT, Finance and Association functions
- e. Grounded in regulatory compliance and focused on public protection
 - i. Vision
Safely serve the public
 - ii. Mission
License new registrants
Regulate members (should likely change that to registrants)
Provide continuous education
Implement current best practices
- f. Financially sound
- g. Thorough ridged standards covering all aspects of oral health care
- h. Fully functioning and experienced Committees
 - i. Administrative
 - Governance
 - Human Resource
 - Finance/Audit
 - ii. Regulatory
 - PCC
 - Discipline
 - QA

- i. Secure IT system
 - i. Responsive local company with full support of hardware and software issues
 - Skilled team in developing enhancements
 - ii. Automated back up
 - iii. Disaster recovery functionality
 - iv. Registrant online features (examples)
 - Standards, Registrant and Council reference material, general information
 - Registration process
 - CE courses
 - CE credit entry
 - Newsletters
 - Council election process
 - j. Experienced legal assistance in regulatory, discipline and HR matters
3. **Potential enticements**
- a. New name selection and branding
 - b. Council representation
 - c. Executive position rotation by organization/group
 - d. *Need to temper following*
 - i. Potential employment
 - ii. Reduced registrant fees re lower admin costs
4. **Buyer beware**
- a. Human factor
 - i. Employment expectations
 - ii. Dovetailing seniority
 - iii. Entitlements: wages, benefits, pension
 - iv. Council representation – group or mass representation
 - b. CRA, EIC, WCB, CPP, GST/PST obligations/credits
 - c. Asset distribution
 - d. Current registrant fees and dollar allocation between Regulatory and Association
 - e. Asset values and allocation between Regulatory and Association
 - f. Current and pending investigations
 - g. Outstanding legal issues
 - h. Reciprocal expectations of Association amalgamation