

Human Resources

On February 14, we welcomed Dayzia Twordik to the role of Practice Enhancement Program Coordinator. She will be stepping into the role of Professional Standards and Complaint Process Coordinator for the next year while Lisa is on maternity leave, and work with the Registrar and the PEP Committee on development of the PEP Program later this year. We are so pleased to have her join the team.

On Dayzia's first day she joined the rest of the CDSS team at a Cultural Humility Training course at the Aboriginal Friendship Centre of Saskatoon. The course was 3 hours and offered for free to health organizations by the AFCS. The course was very insightful and moving. Dean and I will be sourcing educational courses such as this to form part of the EDI policy we will be drafting in 2024. I have since revised the CDSS land acknowledgement and added this to the home page of the website and the staff email signatures. A first step in the process.

On February 22, we congratulated Morgan Molde for passing her probationary period and is an official full-time employee of the CDSS. Her role as Administrative Licensing Coordinator was very busy the first 3 months of her time with us, finalizing the licensing renewal process on January 15th. She also has taken on the bookkeeping process, ensuring everything from 2023 is entered for the audit to begin ~ March.

In January, Meagan Fraser, Communications and Marketing Specialist, left the organization. While I do have an open part-time position posted for this role, we have contracted a third-party Event Planner to assist with the Saskatchewan Dental Conference. Jessica, Morgan, and I will facilitate the eblasts, newsletters and CE, for now.

Jessica Gunn remains our valued Executive Assistant, assisting both Dr. Zimmer and I on key projects and keeping me and council meetings running smoothly.

Lisa's last day with the CDSS will be on March 8th. We will miss her at the office and wish her an enjoyable year with her new baby!

The current CDSS staff are now comprised of Jessica Gunn, Morgan Molde, and Dayzia Twordik. I am very proud to say that while we have less staff than the previous tenure, we are doing so much more. We are small, but mighty indeed.

Beginning in February, we implemented a weekly, Monday morning, 15-minute, "CDSS team huddle" to identify any key projects or deadlines in the pipeline that week. This keeps the team closely interconnected and on top of any issues.

Finances/Audit/IT

Management and the Finance Committee worked together to revise the annual budget. A one-year cashable term \$500K GIC was purchased in January to accumulate some additional interest savings for the operating funds in the interim, with anticipation that this will be redeemed in around June and put back into operations.

Betty and Morgan are working on completing the year end before MNP may begin the Audit. They also require January and February be up-to-date before they may begin, so we anticipate audit to

start sometime end of March. We are confident that the process will be smooth once it begins. With Morgan at the helm of the books now, and implementing the QBO software, 2025 audit will be a breeze.

We will also be reviewing the existing vendor agreements for advertising in the newsletter to recoup some costs towards the newsletter. I also hired a new third-party graphic designer, and parted ways with the website developer previously hired for the conference. All CDSS websites and IT are now serviced exclusively by 5by5.

Representation

Shortly after our January council meeting on January 5, Drs Bhargava and Fowler and I attended the ASAE (American Society Association Executives) Conference in Florida, Jan 7-11. The conference was attended by CDA, the PDAs (less the Territories), CDSPI and the CDSA (College Dental Surgeons of Alberta). The course focused on board governance, team building and networking with colleagues. We thoroughly enjoyed the course materials and comradery among our fellow dental associations/colleges. This will be a course we look forward to each year.

Upon my immediate return from Florida, the CDSS staff, along with Drs. Thiessen and Zimmer, attended the White Coat Ceremony at the University of Saskatchewan on January 12. Thank you to Dr. Thiessen for giving an encouraging speech to the students. Dr. Zimmer joined Dr. Thiessen and Dean Siqueira on stage to congratulate the students upon receiving their coats. The CDSS is a proud sponsor of supplying the coats for the ceremony.

On January 15, I was wheels up again, this time attending an in-person meeting in Ottawa at Health Canada headquarters. The meeting on the 16th was attended (virtually and in person) by CDA, the PTDA's, DM Stephen Lucas, and other officials from Min. Holland's office, Health Canada, and Sunlife. While there was perhaps what felt at the time some movement in the right direction, the thought we had was whether they would deliver on their promises. Looking back two months later, we have not gotten very far.

February 2, the USask College of Dentistry held a "speed networking event" at the Audi dealership, for members to connect with students. The CDSS was a co-sponsor, and was represented by Dr. Thiessen and I, as well as several council members. It was a nice social event wherein we met many upcoming potential CDSS registrants.

Canadian Dental Care Plan

January to March have proven to be still very busy with advocacy for the Canadian Dental Care Plan, for both Dr. Thiessen and I. Frequent weekly meetings are held by the Dental Issues Group (attended by just the CEO/EDs), Dental Leaders Forum (attended by DIG + Presidents and other elected), and Dental Communications Group (with Jess attending on our behalf). We also saw the implementation of some working groups requested by Health Canada. Dr. Mike Prestie will be representing the CDSS on the Fee Guide working group.

A series of town hall meetings were held in February/March at the Regina District, Saskatoon, and Swift Current Dental Society's. Dr. Mike Fowler and Dr. Todd Graham shared a presentation on the CDCP with ~50 in attendance at the RDDS. Dr. Raj Bhargava shared the CDCP Presentation in

Saskatoon, with an additional ~50 in attendance there, and Dr. Thiessen gave a presentation to ~9 members at SWDS. The topic was the “real CDCP” and was very well received.

On March 4, 2024, a virtual town hall was presented to all members, with special guests Dr. Todd Graham and Greg Finlayson from Impact (and me as host!). We had ~111 in attendance virtually, and an additional 9 who watched at the SWDS with Dr. Thiessen. We engaged the attendees in a poll “What is your likelihood of enrolling in the CDCP?” before the presentations and again after. We moved the needle significantly from either signing up/unsure to unlikely/very unlikely. Being informed matters!

We also sent out a national pulse survey to our members, which was also quite telling in where the dentists of Canada stand concerning enrolment of the plan.

Association Matters/Economics

Provincial plans. We are nearing contract signing of the Supplemental Health and Family Health Benefits provincial plans. The contract will be one year, July 1, 2023-June 30, 2024. Part of the delay on this was strategically on our part to see where the CDCP would shake out. Once we determined there would be no significant impact, on February 12 we agreed to sign. The contract is currently with their finance department upon review and should have a copy to us by end of March. The new contract will be ~80% of our current fee guide and will be retroactive to July of 2023. There are still many unknowns as to what the long-term impact of the CDCP will be on our provincial plans. Next step will be beginning negotiations on the impending contract date of June 30, 2024. We do not know if that contract will be another one year, or 3-5.

Consortium. I continue to attend the monthly consortium meetings with Impact and the EDs from BCDA, NSDA, DAPEI and CDSS. The biggest topic for us has been the CDCP, where we have relied heavily on Impact to assist in determining the comparisons for the various fee grids to our fee guides. Greg Finlayson, owner of Impact Economics Consultants, gave a presentation at our Town Hall on the economic impact of the CDCP on the bottom line for member practices. He gave some compelling scenarios.

The next annual in-person consortium meeting will be June 18-21 at Niagara-on-the-Lake, ON. It will be attended by me, Todd Graham and Mike Prestie. Impact has invited the CEOs from Alberta and Manitoba to join for one day of meetings, as they are potentially considering joining the consortium as well, barring any opposition from the existing provinces.

The annual consortium meeting in June 2025 will be held in Saskatchewan, which planning has already begun.

Association Steering Committee. The inaugural ASC meeting was held on the evening of January 29, chaired by Dr. Todd Graham, with attendees Drs. Mike Prestie, Hilary Stevens, Craig Humber, and me as liaison and secretary. This was an open discussion on next steps for the ASC, including considerations of the name.

A second meeting was held on February 12, with the addition of Dr. Maureen Lefebvre, wherein a decision was made on the name *Saskatchewan Dental Association*. I also presented to them a

draft budget that they could make use of as they determine fees and start up costs. Next meeting will be held sometime in March.

I met with Michael Conlon and Darlene Wingerak of Robertson Stromberg to discuss setup of the SDA, settling on the name for registration, and eventually incorporation.

I was also able to connect Dr. Graham with staff at CDA, as well as the Alberta Dental Association, who have most recently gone through the divestment process and are kindly willing to share their experience and process.

Saskatchewan Dental Conference. To be held September 20-21 at Conexus Arts Centre, Regina, Sk. We have contracted a third-party professional event planner to assist. We will be condensing the event down to a day and half, with our AGM held the final Saturday morning during breakfast. There will not be a large entertainment night this year, but a focus on a networking social Friday night instead. Vendor booths and a large variety of speakers will be status quo! This year will also see a rebrand to the new name. More details to come.

Umbrella Legislation

A follow-up letter was received on February 7, from Hon. Everett Hindley, Minister of Health, in response to the feedback offered on the proposed Regulated Health Professions Act. They are still compiling and reviewing all feedback.

An email was received on February 22, from Deborah Moynes-Keshen, Executive Director, Healthcare Human Resources, stating the following:

The Ministry's original timeline of introducing the Bill in the 2024 Spring Session of Legislative Assembly has been amended to the 2024 Fall Session. This revised timeline will facilitate additional time to prepare the Bill for introduction and accommodate a second round of targeted consultations that are currently planned for late Spring. More information will be provided on this second round of consultations as the Ministry nears closer to completing a revised draft of the Bill.

Respectfully submitted,

Jaime Korczak
Executive Director