

PROVINCIAL DENTAL BOARD

OF

NOVA SCOTIA



PROCEEDINGS
2014

2014 BOARD PROCEEDINGS

INDEX

Report of the Chair

Report of the Registrar

Report of the Complaints Committee

Report of the Discipline Committee

Report of the Mandatory Continuing Dental Education Committee

Report of the National Dental Examining Board

Report of the Dental Practice Review Committee

Report of the Multi-stakeholder Work Group – Internationally
Educated Dental Professionals (IEDP)

PROVINCIAL DENTAL BOARD OF NOVA SCOTIA
December 31, 2014



Chair – Dr. Tom Raddall III
Vice Chair – Dr. Lee Erickson
Registrar – Dr. Martin Gillis

Board Membership 2014

<u>Member</u>	<u>Appointment</u>	<u>Term</u>
Dr. Tom Raddall III, Chair	Government	August 2017 (3)
Dr. Lee Erickson, Vice-Chair	NSDA	Dec. 2014 (3)
Dr. Clare Champoux	NSDA	Dec. 2014 (2)
Dr. David Dignan	Government	August 2017 (2)
Dr. Chris A. Baker	Government	August 2017 (2)
Dr. Daniel Albert	NSDA	Dec. 2016 (1)
Dr. Kevin Walsh	NSDA	Dec. 2016 (1)
Dr. Shelly Anderson	NSDA	Dec. 2016 (1)
Ms. Donna Rushton, RDA	NSDAA	Dec. 2016 (1)
Ms. Marina Crawford, RDA	Government	August 2017 (1)
Mr. Brian Slaney	Government	August 2015 (1)
Mr. Stuart Beaton	Government	August 2015 (1)
Dr. Tom Boran, Dean	Observer	



Provincial Dental Board of Nova Scotia

Left to right: Dr. Dave Dignan, Ms. Marina Crawford, Dr. Shelly Anderson, Dr. Kevin Walsh, Mr. Stuart Beaton, Dr. Martin Gillis (Registrar), Ms. Donna Rushton, Dr. Tom Raddall III (Chair), Dr. Lee Erickson (Vice-Chair), Dr. Chris Baker, Dr. Clare Champoux, Dr. Dan Albert, and Mr. Brian Slaney.

Functional Committees 2014

Discipline Committee

Dr. Tom Boyle, Chair

Discipline Committee Membership

Complaints Committee

Dr. John S. Christie, Chair

Complaints Committee Membership

Dr. Tom Boyle	Oct. 2017	Dr. John Christie	June 2017
Dr. Norm Layton	Dec. 2014	Dr. Simone Abbass	March 2014
Dr. Janet Cullinan	Dec. 2017	Dr. Ron MacGillivray	Nov. 2014
Dr. Sue Lewis	Dec. 2015	Dr. Paul MacEachern	Oct. 2017
Dr. David MacLeod	Dec. 2014	Dr. Richard Raftus	Oct. 2017

Dr. Don Penwell	Oct. 2017	Dr. Earle Carson	Oct. 2017
Ms. Michelle Fowler, RDA	Oct. 2017	Dr. Blair Raddall	Oct. 2017
Ms. Angela Worsley, RDA	June 2017	Dr. Nada Haidar	Oct. 2017
Dr. Ian Ross	May 2015	Dr. Claire Karst	Oct. 2017
Dr. Natalie Brothers	Oct. 2017	Dr. Kim Mailman	Oct. 2017
Dr. Peter Thomson	Oct. 2017	Ms. Marina Crawford, RDA	Aug. 2014
Dr. William Whyte	Oct. 2017	Ms. Natalie Penney, RDA	June 2017
Dr. Stuart Kirby	Oct. 2017	Mr. Bill Watson, Public	Oct. 2017
Dr. Karen Furlong	Oct. 2017	Ms. Janelle Gray	Jan. 2017
Dr. Yvon Belliveau	Oct. 2017		
Dr. David Quigley	Oct. 2017		
Dr. Wayne Raimer	Oct. 2017		
Dr. Mark Sutherland	Oct. 2017		
Mrs. Kore-Lee Cormier, Public	Oct. 2014		
Mr. Michael Muise, Public	Oct. 2017		
Mr. R. Desborough, Public	June 2017		
Mr. Greg Fevens, Public	Oct. 2017		

MCDE Committee

Dr. Doug Mackey, Chair

MCDE Committee Membership

Dr. Doug Mackey, Chair	Jan. 2016 (1)
Dr. Joanne Carson	Oct. 2016 (2)
Dr. Natalie Bouchard	Oct. 2014 (2)
Ms. Nichole Auby, RDA	Nov. 2016 (2)
Ms. Krista Emino-Savory, RDA	Jan. 2016 (1)

DPR Committee

Dr. Graham Opie, Chair

Dental Practice Review Committee
Membership

Dr. Graham Opie, Chair	Dec. 2016 (3)
Dr. Daryl West	Dec. 2015 (3)
Dr. Glenn Anderson	Dec. 2016 (3)

Board Committees

Finance & Audit Committee 2014

Dr. Lee Erickson, Chair	NSDA	Dec. 2014
Dr. Daniel Albert	NSDA	Dec. 2016
Mr. Stuart Beaton	Public	August 2015

Human Resources Committee 2014

Dr. Clare Champoux, Chair	NSDA	Dec. 2014
Dr. Shelly Anderson	NSDA	Dec. 2016
Mr. Brian Slaney	Public	August 2015

Governance Committee 2013

Dr. Dave Dignan, Chair	Government	August 2017
Dr. Chris Baker	Government	August 2017
Dr. Kevin Walsh	NSDA	Dec. 2016
Ms. Donna Rushton	NSDAA	Dec. 2016

Report of the Chair – 2014

The Provincial Dental Board held three meetings in 2014: January 31st, May 30th, and September 26th, all at the Dental Board office in Halifax.

The Provincial Dental Board welcomed four new appointees in 2014. The Nova Scotia Dental Association appointed Dr. Kevin Walsh, Dr. Shelly Anderson and Dr. Daniel Albert. Ms. Donna Rushton was appointed by the Nova Scotia Dental Assistants Association. A new government appointee, Ms. Marina Crawford, dental assistant, attended her first PDB meeting on September 26th filling a vacancy left by the resignation of Ms. Laurie Brenton who had moved out of province.

Three government appointees were reappointed for another three year term; they included Dr. Tom Raddall, Dr. Chris Baker and Dr. Dave Dignan. Dr. Lee Erickson completed nine years of exemplary service to the Dental Board on December 31, 2014. He will be replaced by NSDA appointee Dr. Terrie Logue.

At the September 26, 2014 meeting Dr. Chris Baker was elected as Vice-Chair and his term will begin January 1, 2015.

The Board received and adopted the NSDA's comprehensive Infection Prevention and Control Guidelines at the January 2014 meeting. This document will be referred to during mandated Dental Practice Review site visits.

Amendments to both the Dental Technicians Act and the Denturists Act were reviewed by the Board. Outside experts and legal counsel have been engaged to provide feedback on these documents.

Two Ad hoc Committees were created during the May 2014 meeting. One committee will develop a policy on Temporary Licensure of instructors, participating dentists and dental assistants for hands-on CE courses. The second committee is tasked with developing a policy for the Use of Botox and other Facial Cosmetic treatment modalities.

The Governance Committee was involved with guideline and policy development in 2014. A Dental Radiograph / CBCT guideline is in progress and Guidelines for Ending the Patient Relationship and Policy for Re-Licensure were accepted and adopted by the Dental Board at the May 30, 2014 meeting.

The Human Resources Committee was involved with updating the PDB software database, developing a strategic plan, a crisis management strategy and staff management.

The Finance Committee forwarded a balanced budget for 2015 which was adopted at the September 2014 meeting. The licensing fees for 2015 were as follows; Dentists \$ 1029.00, Dental Assistants \$ 212.00, Students \$ 59.00 and Corporations \$ 158.00. The Board was advised to expect costs to continue to rise due to an increase in regulatory activity and legal fees associated with necessary legislative amendments.

The Provincial Dental Board participated in a review by Nova Scotia's Fairness Commissioner in 2014. The review commenced in July and the final report was received in December. The Board will review the document during the January 2015 Board meeting.

The Provincial Dental Board launched an updated website late in the fall of 2014. Navigation is easier, content improved and now meets today's standards required by a regulatory authority.

The Board continues to work closely with the Canadian Dental Regulatory Authorities Federation and the National Dental Examining Board of Canada to ensure a national perspective in Board deliberations.

Self- regulation is becoming increasingly complex and demanding. Members of the PDBNS take their responsibilities seriously and each decision is made with respect, fairness and due diligence.

I would like to take this opportunity to thank the members of the Provincial Dental Board for their thoughtfulness; and commitment to our mandate of public protection. Also my gratitude must be extended to Executive Assistant Jane Donovan, and the Registrar Dr. Martin Gillis for their hard work and dedication.

Respectfully submitted,
Dr. Tom Raddall, Chair

Report of the Registrar 2014
Statistics (December 31, 2014)

DDS	548
DDS Students	15
RDA	800
Incorporations	412

Board Appointments

Provincial Dental Board

Ms. Marina Crawford, RDA (Government)

Board Reappointments

Dr. Christopher A. Baker (Government)

Dr. David Dignan (Government)

Dr. Thomas Raddall III (Government)

Functional Committees

The following appointments and reappointments to the Board's Functional Committees were approved:

Complaints Committee

Appointments

Ms. Janelle Gray (Public)

Reappointments

Dr. John Christie

Dr. Ron McGillivray

Dr. Paul MacEachern

Dr. Rick Raftus

Dr. Earle Carson

Dr. Blair Raddall

Dr. Nada Haidar

Dr. Clare Karst

Dr. Kim Mailman

Ms. Natalie Penney, RDA

Mr. Bill Watson (Public)

Dental Practice Review Committee

Appointments

None

Reappointments

Dr. Graham Opie

Dr. Glenn Anderson

Discipline Committee

Appointments

None

Reappointments

Dr. Tom Boyle

Mr. Greg Fevens (Public)

Dr. Janet Cullinan

Dr. Don Penwell

Ms. Michelle Fowler, RDA

Ms. Angela Worsley, RDA

Dr. Natalie Brothers

Dr. Peter Thomson

Dr. William Whyte

Dr. Stuart Kirby

Dr. Karen Furlong

Dr. Yvon Belliveau

Dr. David Quigley

Dr. Wayne Ramier
Dr. Mark Sutherland
Mr. Michael Muise (Public)
Mr. Rod Desborough (Public)

Mandatory Continuing Dental Education

Appointments
None

Reappointments
Dr. Joanne Carson
Dr. Natalie Bouchard
Ms. Nichole Auby

Board Committees

Finance and Audit Committee

Appointments
Dr. Daniel Albert

Governance Committee

Appointments
Dr. Kevin Walsh
Ms. Donna Rushton

Human Resources

Appointments
Dr. Clare Champoux as Chair
Dr. Shelly Anderson

Consultant

Dr. Simone Abbass

Thank you

The Board would like to thank Dr. Lee Erickson, Ms. Laurie Brenton, Dr. Norm Layton, Dr. David MacLeod, Dr. Ron McGillivray, Ms. Kore-Lee Cormier and Dr. Natalie Bouchard for their years of service to the Provincial Dental Board for protecting the public's interest in dentistry in Nova Scotia.

Respectfully submitted,
Dr. Martin R. Gillis, Registrar

Report of the Complaints Committee 2014

2014 saw a continuation of a consistent trend that saw the Complaints Committee process ever more complex and demanding cases. The members are investing increasing preparation time and more cases are requiring multiple meetings to conclude. More cases than ever before require the attendance of our lawyer, Ms. Ann Smith whose explanations and guidance have made our duties much easier to perform.

Typically the Committee dismisses 50% of the complaints, sanctions the rest with the occasional case being referred on to Discipline. This year we began a new initiative, after sanctioning a licensee, we request that the Registrar meet with them to ensure that they understand our directions. This seems to be a useful tool to assist defendants getting back on track.

As usual, I wish to thank the Registrar, Dr. Martin Gillis, Executive Assistant, Ms. Jane Donovan, and all the members of the Committee for their tireless dedication. I particularly want acknowledge, thank, and compliment retiring member Dr. Ron McGillivray for his long and effective service. An outstanding practitioner, Ron brought wisdom, thorough preparation and depth of knowledge which was an indispensable asset to the Committee. Many was the time that Ron's comments turned the tide of discussion thereby enabling the Committee members to arrive at a sound decision. Ron, it has been an honour and a pleasure. Have a long and happy retirement.

Respectfully submitted,
Dr. John Christie, Chair

Report of the Discipline Committee 2014

This past year saw the resolution of a long-standing case before the Provincial Dental Board. After much diligent work by both the Registrar and the Complaints Committee, the Discipline Committee was asked to consider the settlement agreement reached by the parties concerned. A long and costly hearing was avoided and the approved outcome was accepted by all. These procedures have greatly streamlined the Discipline process.

I would like to thank all the members of my committee who are always available when called on, but especially Dr. Dave MacLeod of Kentville. Eleven years ago when I began my chairmanship of the Committee, Dave was already a nine year veteran. I was completely green that first year, but got through following Bill MacInnis' advice to depend on the veteran members of the Committee. The Discipline Committee, including me personally, owe a debt of gratitude to Dave for twenty years of selfless service and sage advice.

Respectfully submitted,
Thomas H Boyle, Chair

Report of the Mandatory Continuing Dental Education Committee 2014

The Mandatory Continuing Dental Education (MCDE) Committee of the Provincial Dental Board of Nova Scotia (PDBNS) had a successful year. The Committee held an orientation session for committee members on January 17, 2014. This was considered helpful in light of the fact that there were two new Committee members: the incoming Chair, Dr. Doug Mackey, as well as Ms. Krista Emino-Savory.

The Committee then met for regular business on February 7, 2014 with all members present, as well as the Registrar, Dr. Martin Gillis and Executive Assistant, Ms. Jane Donovan.

The Committee discussed the case of a dental assistant who had been struck from the Dental Assistant Register, having failed to meet the CE requirements for the cycle ending in 2013. She has since fulfilled the requirements. Consequently, she has been reinstated and is a member in good standing of the Dental Assistant Register.

Next was discussed the issue of dental assistants working in industry. It was made clear that a dental assistant working in industry must abide by all the regulatory statutes of any dental assistant licensed in the Province of Nova Scotia. This includes the continuous practice requirements and the MCDE requirements for dental assistants.

The Committee discussed the legislative amendments with the *Dental Act* being undertaken by the PDBNS. This will have bearing on the Mandatory Continuing Dental Education Regulation. As the process moves forward the Committee will be called upon to examine trends in MCDE and how this will apply to the legislative amendments.

Under the Audit Review process for the 3-year cycle ending in December of 2013, a sample of 7 dentists and 11 dental assistants was randomly selected by RK House.

Of the dentists sampled, the Committee found 3 to have incomplete audits. They were returned to the dentists with requests from the Committee and all have been subsequently completed.

Of the dental assistants sampled, the Committee found 3 to have incomplete audits, which were returned to the dental assistants with requests from the Committee. By April 30, 2014, 2 of the dental assistants in question had completed their audits. The other had not and was subsequently struck from the Dental Assistant Register. She is presently working to complete her audit.

The Committee found in the audit of one particular dentist that the verification of attendance from a Regional Dental Society was inadequate. A letter was sent not only to this particular Society, but to all Dental Societies in Nova Scotia asking them to be clearer when reporting CE for its members. A template document was included for their use. In the August 2014 edition of Board Business, it was communicated to licensees that there is a requirement to complete a minimum of one CPR course during each CE

cycle. This was included as a reminder, following up on an earlier communication regarding this.

In December of 2014, the Board received a letter from Dr. Nathalie Bouchard indicating the intent to resign from the MCDE Committee. I would like to take this opportunity to thank Dr. Bouchard for her valuable contribution in the protection of the public's interest in oral health care for Nova Scotians.

The MCDE Committee will next meet on February 6, 2015.

Respectfully Submitted,
Dr. Doug Mackey, Chair

Report of the National Dental Examining Board (NDEB) 2014

2014 was a busy and productive year for the National Dental Examining Board of Canada (NDEB). The NDEB is undergoing a period of rapid change and growth. Despite the significant challenges this presents, the organization continued to deliver innovation and excellence in its core operational areas.

Dr. Mary Ann Wiseman (New Brunswick) was elected as the new President of the NDEB at our Annual Meeting on October 25. She replaces Dr. William Judson (Prince Edward Island), and will serve a two- year term. Dr. Doug Mackey (Nova Scotia) was elected Treasurer and President-elect.

Our examinations and assessments continue to perform well, as is verified by rigorous post-examination statistical analysis. In 2014, 529 candidates successfully completed the Written and OSCE examinations, thus qualifying them for licensure in Canada. Of these successful candidates, 50% were graduates of dental training institutions outside of Canada.

The Registration Department has implemented year-round applications for the Equivalency Process (EP), the assessment process for graduates of non-accredited institutions. The NDEB continues to receive an average of 1,300 applications per year for this process. In addition, we have performed in-depth research on the education systems of identified countries and implemented credential evaluation.

As part of the Equivalency Process, the NDEB has been able to accommodate an increase in participants in both the Assessment of Fundamental Knowledge (AFK) and Assessment of Clinical Judgement (ACJ). However, requests for registration for the June 2014 Assessment of Clinical Skills (ACS) exceeded the testing centre capacity, and a second ACS session was established for December 2014.

The NDEB recently launched a practice analysis to identify the knowledge, skills, and abilities required of dentists in Canada. With the assistance of subject matter experts, we developed a set of 43 KSAs necessary for the safe and effective practice of dentistry

in Canada. A survey has been developed to validate these KSAs and has been shared with dentistry experts and students across Canada. The survey results will help establish the blueprint for the NDEB's certification examinations, and will also serve as a resource for revising the Competencies of a Beginning Dental Practitioner in Canada document.

To better understand the potential barriers facing internationally-trained dentists after the certification process, the NDEB is undertaking a significant five-year research project on integration into dental practice. The information collected will be useful in guiding future policy in this area.

Significant time and resources were required in the defense of a complaint by an unsuccessful EP participant to the Human Rights Tribunal of Ontario. The defense was successful and the decision's wording is strong, reinforcing our belief in the fairness of our process.

The Integrated Examination Committee of the NDEB has made substantial progress in identifying a potential platform for delivering NDEB examinations and assessments electronically. Using tablet devices, a version of the electronic examination was successfully demonstrated and evaluated during the Annual Meeting. The Committee has also developed a conceptual framework for the Comprehensive Clinical Certification Examination, which may eventually replace the Written Examination and Objective Structured Clinical Examination (OSCE).

As the NDEB evolves in response to changing needs, the board, staff, and examiners continue to strive to serve the provincial DRAs, establish and maintain a standard for dental practitioners in Canada, and contribute to the protection of the public interest in oral health care.

Respectfully Submitted,
Dr. Doug Mackey
Provincial Dental Board Representative

Report of the Dental Practice Review Committee 2014

In January of 2014, a stratified random sample of 78 dentists, completed by Dr. Sam Stewart of Dalhousie University, was selected to complete the Dental Practice Review Self Assessment document. The sample included 44 dentists from HRM, 15 from Yarmouth-South Shore-Valley and 19 from Northeastern-Cape Breton.

The Dental Practice Review Committee met in March of 2014 to review the returned Self Assessment forms. There were a number of forms which required both completion and clarification and these were followed up by the Registrar for completion.

The Committee made recommendations to the Registrar for improvements and changes to the Dental Practice Review form. Specifically, these will address member participation in the Prescription Monitoring Program and regulation requirements concerning Professional Corporations.

Subsequently, a secondary stratified random sample of 13 dentists was selected to participate in an office visitation. The sample included 7 dentists from HRM, 3 from Yarmouth-South Shore-Valley and 3 from Northeastern-Cape Breton.

The Dental Practice Review process was conducted with transparency, co-operation and support from the members.

Respectfully submitted,
Dr. Graham Opie, Chair

Report of the Multi-stakeholder Work Group: Internationally Educated Dental Professionals (IEDP) 2014

The Internationally Educated Dental Professionals (IEDP) Multi-Stakeholder Work Group originated in February 2012 with representation from the dental health profession organizations, dental education, government, and internationally educated dental professionals.

The purpose of the work group is to address licensure challenges related to internationally educated dental professionals, including dentists, dental hygienists, dental assistants, dental technicians and denturists, and to work towards the effective entry of IEDPs into practice in Nova Scotia. The work group is a forum which brings together all key stakeholders in the dentistry professions on a regular basis to share information, eliminate unnecessary barriers to licensure, and pursue opportunities for shared programs and collaboration. Through a collective vision action plans would be developed to address the challenges faced by IEDPs.

The IEDP Work Group projects in 2014 were:

Bridging program: This program is coordinated by Immigrant Settlement and Integration Services (ISIS (now ISANS – Immigrant Services Association of Nova Scotia) to facilitate the integration of internationally educated dentists and support in preparing for the qualifying and clinical examinations which are a requirement for practice in Canada. Some of the components of the bridging program are employment counselling, study groups, orientation to the dental professions, and providing resource material.

Orientation to Canadian dental practice workshop: The orientation workshop was an interactive session held on April 11-12, 2014 to inform foreign trained dentists about what the practice of dentistry looks like in Nova Scotia. A video developed by the Nova Scotia Dental Association was shown with a discussion afterwards. Ten participants

from several different countries with varied levels of experience in the dental profession and at different stages of the licensing process attended the session.

Hands on practice program: In the pursuit of licensure, foreign- trained dentists need to successfully complete the National Dental Examining Board (NDEB) equivalency exams. One of these exams, the Assessment of Clinical Skills (ACS) exam, evaluates clinical aptitude and dexterity for performing hands-on clinical procedures. Prior to challenging this exam, many foreign-trained dentists travel out of province to enroll in education programs to practice for the NDEB ACS exam. A hands on practice program (HOPP) was developed for internationally educated dentists to be held at the Dalhousie Faculty of Dentistry on April 25, 26, May 2, 3, 2014. Due to insufficient enrollment the program did not take place in 2014, however the work group is planning for the session to take place in 2015.

Alternative career concept proposal: The group discussed the possibilities of a project on alternative careers in dentistry. This project would use the orientation session and the NSDA video “A Day in the Life of Dentistry in Nova Scotia” as a foundation for a broader national project. Such a project would require identification of a stakeholder to spearhead the project as well as securing funding. Other issues such as national implications of the project, the role of the IEDP, and the capacity to design and sustain the project require identification. The group is very excited and supportive of taking next steps with this endeavour.

Respectfully submitted,
Dr. Martin R. Gillis, Co-chair
IEDP Work Group