

Manitoba  
**Dental**  
Association



**2019** Annual Report





## Board of Directors

**Back Row (l to r):** Ms. Andrea Thiessen, Dr. Daron Baxter, Mr. James Carvell, Dr. Thomas Colina, Mr. Rafi Mohammed, Dr. Scott Leckie, Dr. Arun Misra, Ms. Sina Allegro-Sacco, Ms. Ashley Holtmann

**Front Row (l to r):** Dr. Christopher Cottick, Dr. Cory Sul, Dr. David Goerz, Dr. Marc Mollot

## Board of Directors 2019-2020

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& District 2 Rep**  
Dr. David Goerz

**Vice President  
& District 1 Rep**  
Dr. Marc Mollot

**Past President**  
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**District 1 Rep**  
Dr. Scott Leckie

**District 1 Rep**  
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**District 1 Rep**  
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Mr. James Carvell  
Ms. Andrea Thiessen  
Ms. Ashley Holtmann

**Dental Assistant Rep**  
Ms. Sina Allegro-Sacco

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Mr. Rafi Mohammed – CEO / Secretary Treasurer  
 Dr. Patricia Ling – Registrar, Manitoba Dental Association  
 Dr. Joel Antel – CDA Board Representative  
 Dr. Anthony Iacopino/Dr. Anastasia Cholakis – Dean, College of Dentistry  
 Ms. Linda Berg – Director of Regulatory Programs  
 Ms. Pamela McFarlane/Greg Guenther – Director of Member Services and Public Events



## Manitoba Dental Association 2019 Annual Report

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## President & Chair of the Board Message

The professions of dental assisting and dentistry have been granted the privilege of self-regulation by the people of Manitoba through the Manitoba Dental Association Act. By direct election by over 760 dentists, more than 1400 dental assistants or appointed from those elected by 1.4 million Manitobans, the Board is tasked by this legislation to govern, determine, control and administer the affairs of the Manitoba Dental Association.

Like many committees of our Association, the Board has undergone a number of changes in the past year. Clarifying roles and responsibilities has been a key focus for our group. At the core of our efforts has been a renewal of our commitment of providing oversight to the profession of dentistry and public protection. As I stood in front of my peers at the 2019 Business meeting, I was asked by a Member if the people of Manitoba were protected. I responded with confidence that they were protected.

The Board's journey to provide oversight to our profession and public protection is not always a smooth path. The MDA Board does many things well but our challenge is that we need to have the courage to continue to improve. Your Board has that courage and I am looking forward to continuing my participation in the reshaping of the governance of dentistry in Manitoba in my position of "Past-President".

As I now reflect on the past year of my presidency, I am reminded of a number of needs that continue to challenge our association. One of the needs that I have personally experienced along with my many colleagues is the shortage of trained dental assistants in rural Manitoba. Regretfully, we have seen this need increase and now it is impacting all dental practices in Manitoba. Please be assured that I will continue to search out avenues to help alleviate the pressures for all dentists experiencing this human resource shortage. Secondly, and all Presidents hope for this, is a year without major challenges that get in the way of accomplishing positive growth for the association. Legal challenges faced under my watch would say that the MDA Board is fulfilling its requirement under The Dental Association Act of fulfilling its mandate of public protection. I am proud of the MDA in how we have met these challenges and that we are well positioned to move forward. Moving forward has not and will not be possible without vision, review, preparation and ultimately dedication to our mandate for the Manitoba Dental Association. I remind everyone that our professional mandate is to protect the public we serve.

Nationally, as I have traveled across the country, I am always reminded of the reputation that Manitoba has developed over the years. The leadership that Manitoba has provided at the national level and across the provinces allows our voice to be heard loud and clear. Manitoba punched well above our weight class at the national level whether on professional services or regulatory matters. Our membership should be proud of the work that so many of our colleagues have accomplished over the years. When Manitoba speaks, the country listens. A example of this is that through our influence

at the national level we were able to help broker a new 10 year Memorandum of Understanding with the Canadian Dental Association (CDA) and all other provincial dental associations. This new MOU will see a reduction in the corporate fees we pay to the CDA.

Access to care continues to be at the top of our minds for our Association. We have created an Access to Care Working Group to address issues of access in remote and northern communities. In addition, the Manitoba Dental Foundation (MDF) continue to disperse funds to needy organizations, in keeping with their mission statement. These gifts to those in need are possible largely through the generosity of Manitoba dentists. The MDA continues to support the MDF and recognizes the kind donations made by our members. I applaud our members who champion this cause.

One of the most impactful aspects that I have experienced during my tenure on the board had been the privilege of seeing the volunteer involvement of the members of our association. The willingness of our members to give back to our chosen profession is unmatched in this country. Over a third of our members are directly involved in one of the many committees that help run, govern, and ultimately allow dentists across the province to practice in an environment that is healthy and rewarding for all. The volunteer list is too lengthy to list and acknowledge so I will simply say that you know who you are and thank you for everything you give.

I would like to congratulate and thank Dr. Cory Sul for his time served on the board. His vision of transparency and the need for accountability within our association set a new standard moving forward. This new standard has been a learning curve for all and this road we now travel continues to evolve with new destinations of where we are going as an association and insights as to who we need to be. Your current President Dr. Marc Mollot has been instrumental in the review of our Association's framework. The committee foundation, instrumental to our association's success has been reviewed and organized under Marc's dedication to detail and proper structure. Without question, the MDA will be very well served by Dr. Mollot. As President, I was very fortunate to have Cory and Marc as bookends for my term. It has been a pleasure to serve on the Executive with both of you.

Linda, Diane, Sarah, Cheryl, and now recently added Greg, do the work that is unmatched in the country. To be quite honest, we probably over task these very talented individuals and their collective response is to quietly and efficiently make us all look good. Job well done and thank you.

This year Dr. Patricia Ling moved on from her role as our Registrar. Dr. Ling stepped in as Registrar during a difficult and challenging time for the Association. I have seen firsthand, her dedication and commitment to the Registrar's job. I want to thank Dr. Ling for handling this job with grace and professionalism. Thank you Patti. We are fortunate to have Dr. Arun Misra fulfill the duties of the Registrar until a successor has been identified by the Board. I am confident that we will be well served with the talents Arun will be bringing to the table.

I read many of the final reports from outgoing Presidents on their gratitude for Rafi Mohammed. I have now had the distinct privilege to work alongside Rafi and can only echo all the positive statements made about him. As CEO for the Manitoba Dental Association, the guidance and direction Rafi provides the dentists of Manitoba cannot be understated. The respect and voice that Rafi carries across Canada's dental world is unmatched. The MDA is very well served at the CEO level.

## Office Assessment Committee Report

The Office Assessment Committee [OAC] continued its work of revising the office assessment process throughout 2019.

The Committee's goals are threefold:

1. Simplify the assessment process for members, while keeping patient safety as its first priority;
2. Develop "standardized" templates to assist members in complying with IPC guidelines, employer specific legislation, and MDA bylaws;
3. Increase the number of annual assessments.

The OAC submitted a revised bylaw at the October 2019 board meeting; the revisions were necessary to reflect the change in process.

Infection, prevention and control is integral to patient safety, and the OAC is eagerly awaiting the final version of the Infection Prevention and Control [IPC] Committee's new IPC standards. Once the IPC Standards are approved by the MDA Board, the OAC will incorporate those standards into the assessment process by developing an IPC "checklist". This checklist will provide members with a singular source to review their IPC protocols.

The OAC has noted that the majority of unmet requirements currently cited in the office assessment reports are related to either infection control breaches or limited awareness of municipal, provincial or federal legislations [which require compliance by all business owners including dental].

On a final note, I would like to share with all, the one personal mantra that I have attempted to bring to the table this past year. The path to success whether it be personal or professional is rooted in effective communication. Sharing one's concerns, effective listening and creating the environment to allow healthy debate is what our Association needs. We can only then move forward with necessary change and continued success within our association. I can certainly say these past few years have been quite the journey. It has been very enjoyable having the opportunity to develop new friendships and relationships across this province and country.

We can all hold each other accountable to continue to do what is best for Dentistry and our patients. It has been humbling and an honor to serve as the President of the Manitoba Dental Association. Thank you for this opportunity to be a small part of our wonderful association and profession.

Respectfully and with pride.

Dr. David Goerz,  
President and Board Chair  
2019-2020

With this in mind, the MDA sought the assistance of People First HR, to develop a "suite" of templates to help members understand/comply with the following regulations:

- Employment Standards {Labour Board} or ESA;
- Human Rights Code or HRC;
- Workplace Safety and Health or WS&H;
- Accessibility of Manitobans Act or AMA.

The PFHR templates were approved for use at the October 2019 Board meeting with the following caveat: the templates will be supplied as a member services benefit – requirements sited in an office assessment report will pertain to IPC Standards and/or MDA bylaws.

More information on the use of the PFHR templates will be available at the MDA/CDA Convention in April of 2020.

I would like to thank the committee for their continued work in the interest of patient safety, and to our Anaesthesia Auditors for their efforts in 2019.

Respectfully submitted,  
Dr. Allan Cogan  
Chair, Office Assessment Committee





## Registrar's Report

The Manitoba Dental Association is the organization authorized by statute to register and license dental assistants and dentists in the Province of Manitoba. Our enabling legislation is The Dental Association Act.

Currently we license dentists, register intra-oral dental assistants and review dental nurse therapists' credentials who graduated from Wascana Institute (SIAS 1975-88).

### Registration and Licensure

37 dentists and 111 dental assistants were newly licensed and registered with the MDA in 2019. There are currently 746 licensed dentists (and 75 non-practicing dentists, 31 Graduate students) and 1366 registered dental assistants (and 97 non-practicing assistants) in the Province of Manitoba.

Out of 746 licensed Dentists, 631 are General Practitioners, 96 are Specialists and 19 are Academics. Out of the 1366 Certified Dental Assistants, 1271 are Registered Dental Assistants, 37 are Provisional Dental Assistants (only allowed for 9 mos while sitting the NDAEB exams following graduation).

As per the Dental Act, and to ensure your patients continuity of dental care, it is a member's responsibility to inform the MDA immediately should there be a change in practice address, license class, or health status which may affect your ability to practice.

Members of the public search our registries when dentists move offices or retire. Revisions to the public registry and information on the registration process are ongoing.

The pharmacological behaviour management rosters and practice restrictions of interest to the public and members, will be revised on an ongoing basis as required.

A very big thank you to Ms. Cheryl Duffy for all her dedication and support of new and current members during licensing and corporate renewals.

### Peer Review

The Chair of the Committee, Dr. Lori Stephen-James, has provided her report of the activities of this committee during 2019. This is the only MDA committee mandated by statute. Their work is vital to ensure the public is protected and our members are compliant with all legislation, bylaws and standards of the profession.

The individual Complaints Committees have access to trained investigators to support these volunteers in their work.

I would like to take this opportunity to thank Dr. Lori Stephan-James and Ms. Sarah Harvey for their dedication and support of the Peer Review process, as well as Drs. Jean Bodnar and Ron Tough for their investigative work on behalf of the Complaints Committees. We also welcomed Dr. Jonathan Archer in 2019 as an Investigator for Peer Review. Thank you to all MDA Investigators for all your efforts on behalf of the Manitoba public.

The Blue Ribbon Panel which the MDA Board tasked with an overall review of the Peer Review System will submit its report to the Board for their consideration soon.

### Continuing Competence

The Chair of the Committee, Dr. Conny Athanasopoulos has provided his report. The standardized program approval process for continuing education courses is functioning well. Many thanks to Dr. Athanasopoulos and the committee for all their work in 2019.

Members should refer to the Bylaw for Continuing Education of Dentists or Bylaw for Continuing Education of Dental Assistants to ensure you comply, and your CE provider is approved prior to registering for any course. If you are unsure, please contact the MDA @ 204-988-5300 ext.6.

Members are to ensure that they bring their Scan Cards to each approved course for scanning. Please ensure that there are at least 2 scanned points per session for a half day course, and 4 scanned points for a full day course, i.e. each time you enter and leave the room for any reason, including lunch and washroom breaks. We appreciate your patience and cooperation to help minimize errors.

Many thanks to Greg Guenther, Linda Berg, Sarah Harvey and Diane McDonald for their support of members and CE providers, it is greatly appreciated.

### Office Assessments

The Chair of the Committee, Dr. Allan Cogan, has provided his report. The Committee is effectively engaged in monitoring and directing the assessment process. Many thanks for your work in 2019. The random selection process of offices has been on hold since February of 2019 to allow the Director of Regulatory Programs to direct her attention to developing the new streamlined office assessment process approved by the Board. Once this process, and the associated Infection and Prevention Control Standards have been completed, a Bylaw revision will be sent to members for their feedback.

Office assessments, for dental facilities that provide sedation, are ongoing to ensure members facilities and practices comply with MDA Bylaws and to ensure these services are being delivered in the public interest and to ensure public protection.

Many thanks also to Ms. Linda Berg, the Director of Regulatory Programs for her tireless efforts to assist offices in this important regulatory role. Thank you also to Ms. Holly Stusiak our MDA Office Assessor. She has become an integral part of the MDA Team and we are happy to have her on board.

I would like to express my sincere appreciation for the input and patience of the sedation auditors, Dr. Chris Cottick, Dr. Tony Krawat, Dr. Mark Nepon and Dr. Roland DeBrouwere. Welcome to Dr. Andrew Stoykewych who has agreed to join our audit team.

Thank you to you the members, for your understanding and cooperation. This process will ensure alignment with the Practice Audit requirements of the RHPA and will aid in our future transition to this new legislation.

The Office Assessment resources will be found on the members side of the new MDA website when it goes live in 2020. Efforts to develop new resources and methods of communications are being planned, as well as integrating new technology to streamline report drafting (through the use of checklists) reduce current timelines.

### Infection Prevention and Control (IPC)

The Committee Chair, Dr. Mike Sullivan has provided his report. The new MDA manual and IPC Standards will be a valuable resource document for both members and the MDA Office Assessment Program. The current MDA IPC Manual is dated 2005. In the past, members have been encouraged to develop their own manual by utilizing the resources on the MDA website, eg. U of M, CDC, IPAC, and CSA Standards. This new manual will provide resources and standards current in 2019/20. This will likely be a standing committee of the MDA that will revise the standards and manual on an as needed basis. Members are responsible to keep current with IPC changes and ensure staff are trained appropriately.

The committee met 2 times in 2019 to develop a structure for the manual and to determine the standards that will be referenced in the Office Assessment Process. A subcommittee was formed to compile the research done by the larger committee from organizations such as those listed above as well as other regulatory bodies. Many meetings of the subcommittee over the summer and fall months allowed continual refinement and has netted IPC version 12, which was sent back to the larger committee for their comments and suggestions. With committee support, it will be sent to the Board for discussion and approval, and then circulated to the membership and other stakeholders for consultation.

The manuals anticipated completion date is the summer of 2020. Many thanks to Drs. Sullivan and N. Mazurat, Kathy Purves and Linda Berg for their invaluable contributions, and to all committee members for their involvement in this much needed endeavor.

### The Regulated Health Professions Act (RHPA)

The Regulated Health Professions Act was assented to in 2009 and proclaimed in 2014 when the College of Audiologists and Speech Language Pathologists transitioned to governance. Profession-specific regulations for registered nurses brought the nursing profession under the RHPA, effective May 31, 2018. The College of Physicians and Surgeons of Manitoba came under the RHPA January 1, 2019 and the Paramedic Association of Manitoba are now actively involved in the process and are anticipated to transition to the RHPA in 2020. It will still be some time before regulations are developed to replace The Dental Association Act, but significant time and resources are being directed by the MDA to make the regulatory transition as simple and seamless as possible. The transitioning

continues to align bylaws, activities and terms of reference with expectations of the RHPA while remaining consistent with The Dental Association Act.

### The Fair Registration Practices Act

The MDA has been attending meetings and engaging in discussions with representatives of the Fairness Commissioner's Office. Ensuring our registration practices are communicated in plain language and developing reporting templates to coordinate information important for the Commissioner's work has been our primary focus.

The MDA has facilitated and supported efforts by the Fairness Commissioner's Office to assist graduates of unaccredited dental training programmes in gaining access to recognized assessment programmes and the opportunity for practice. Fairness Commissioner Legislation, like all provincial legislation must be complied with.

The recent changes to the National Dental Specialty Examinations have been communicated to the Fairness Commissioner for her information.

Please visit the Office of the Fairness Commissioners website for information on the MDA and other regulatory colleges in Manitoba. The most recent report is now available for viewing.

### College of Dentistry

Thank you to Dr. Anthony Iacopino and the College of Dentistry for their support in addressing regulatory issues of concern to the MDA. The MDA wishes Dr. Iacopino well in the next chapter as he steps away from the position of Dean. We would like to welcome Dr. Anastasia Cholakis on her recent appointment as Dean, Niznick College, University of Manitoba and look forward to continuing our strong relationship between the MDA and the College of Dentistry.

### Canadian Dental Regulatory Authorities Federation (CDRAF)

The MDA continues to work with other dental regulators to maintain a fair and consistent registration process that allows interprovincial portability (legislated) and national strategies where appropriate.

The Registrars, and the Secretary L'Ordres du Quebec are the Board members of CDRAF and are the working group of this national regulatory forum, with input and guidance from each provincial dental regulatory authority (DRA) Board or Council. Board members from each DRA may attend Board meetings as observers only (non-voting) under the current government structure. Typically the CDRAF Board meets 3 to 5 times a year or as required. CDRAF's mission statement says it "fosters collaboration, consistency of approach and supports best practices in dental regulation".

CDRAF's vision is that it "serves, protect and acts in the interest of the public".

CDRAF's strategic initiatives (2017-20) involve 1. Development of competency standards for dentists including dental specialists, 2. Create a model that enables and supports the mandate of the organization (completed January 2018) 3. Form alliances and partnerships with others to achieve our mission



4. Develop regulatory responses to emerging trends in a timely manner. August 2020 will see the development of a new strategic plan.

I wish to express my sincere appreciation to Dr. Arun Misra, MDA Deputy Registrar for his help and support during my term as Registrar. Dr. Misra will move into the role of Interim Registrar February 1, 2020.

Thanks also to our Executive Director, Mr. Rafi Mohammed for his tireless efforts on behalf of the membership and Board, and to the MDA staff, Diane, Sarah, Linda, Cheryl, Greg and Holly, for their dedication and support. I am honoured to have worked with you.

To the Chairs of all regulatory committees, thank you for your support, efforts and your time spent on behalf of the MDA and the dental profession. It is greatly appreciated.

Competencies – development of a new set of current competencies for an entry level general dentist. This document will be utilized by all DRA's, CDAC during its accreditation of training facilities, and it will also be aligned with the Association of the Canadian Faculties of Dentistry (ACFD) competencies document for the new dental graduate.

National Dental Specialty Exams – alternative providers/structure is being sought to improve fairness and reduce the

cost of these exams for graduates of accredited Canadian Dental Specialty Programs.

Restricted Academic Licensure – 5 out of 10 DRA's allow an Academic pathway to licensure for graduates of non-accredited dental schools. Due to the difficulty in attracting and maintaining quality Canadian dental graduates for academic endeavors, this working group will explore the current need, existing framework and requirements of this license pathway to attract quality international graduates who wish to follow a career in academics in Canadian Dental Faculties.

A special thank you to our Chair of Peer Review, Dr. Lori-Stephen James, and MDA Investigator, Dr. Jean Bodnar who provided both support and guidance throughout my term. The wealth of knowledge and skill, coupled with integrity and professionalism brought by these members to our Peer Review process is commendable. Thank you for your dedication to and protection of the public of Manitoba. I am proud to have served with you and all the dedicated professionals not mentioned here but who give freely of their time.

I wish you all well in your future endeavours, and thank you for your service.

Respectfully submitted,  
Dr. Patti Ling, BSc, DDS, MSc Registrar



## MDA General Practice Study Club Report

The General Practice Study club is open to all MDA members who are within their first five years of registration and includes other senior members who attend sessions as facilitators. The format of the club consists of short lectures followed by Q & A sessions and small group discussions. The aim of each session is to supply continuing education and career support to practitioners early in their careers or who are new to practice in Manitoba.

The fall of 2019 marked the first annual GPSC retreat weekend at Elkhorn Resort and Conference Centre which was well attended, well received and is scheduled to repeat in the fall of 2020. The weekend consisted of one full day of lectures from 4 different specialists for a total of 6 CR credits and served as a platform for members to connect and network.

The rest of the year continues on with 4 other sessions, 3 of which are weekday evening sessions and lastly, the spring

session being offered on a Saturday. Lecture content has been spread out over several specialty disciplines and has branched out to other topics such as dental photography and custom shade matching with hands-on components. Future sessions will continue to be varied in topics but will put more emphasis on general practice challenges such as treating emergencies and proper diagnostics.

In addition to the general operations of the club, the GPSC will be

communicating with CDA Task Force which is looking at the future of mentorship and shared learning for the Canadian dental profession. As a result, there will be a brief presentation of the modus operandi of the GPSC at the CDA/Manitoba convention in April 2020 during the Mentorship Summit. This will be a discussion regarding how mentorship and shared learning might be done in future.

Kelly Regula and Lori Simmons  
Co-Charis GPSC



## Continuing Competency Committee Report

The Manitoba Dental Association (MDA) has established continuing competency requirements for licensure of dentists and dental assistants as described in the Bylaw for Continuing Education of Dentists and the Bylaw for Continuing Education of Dental Assistants which can be found on the MDA website: [ManitobaDentist.ca](http://ManitobaDentist.ca) under Professional Resources.

The MDA Continuing Competency Committee (CCC) is responsible for approving continuing education activities and programmes in Manitoba. The CCC is comprised of dentists, dental assistants, representative(s) of the public, and various stakeholder organizations. There are five Subcommittees which serve under the umbrella of the CCC: Bylaw Review & Research, Extensions & Exemptions, Continuing Education Coordination, Approved/Non-Approved Sponsor/Study Clubs guidelines and Dental Educator.

I am extremely grateful to the volunteer members and representatives who sit on the CCC and its Subcommittees for their tireless efforts and commitment to serve the MDA. Also, many thanks go to Ms. Sarah Harvey (Administrator-Peer review) who go well beyond the call of duty to assist in all activities of the CCC and Subcommittees.

The Continuing Competency Committee has been involved in the following noteworthy activities in 2019:

1. The final CCC Terms of Reference was completed and approved by the MDA Board.

2. New application for Study Club approval has been completed and approved.  
3. Several new members have accepted positions on the CCC and now the committee is fully populated – we all look forward to their valuable insight and contribution to the CCC.

A reminder to all members to direct submissions for CE credit to the MDA at [ce@manitobadentist.ca](mailto:ce@manitobadentist.ca) within 60 days upon completion of CE course.

It is an honor to serve as the Chair of the Continuing Competency Committee and I am grateful for the opportunity to contribute to our profession. I encourage members with questions or ideas for how the MDA, through the CCC, can best serve you to contact me at:

[dr.conny@acportho.com](mailto:dr.conny@acportho.com).

Best wishes for a very happy and healthy 2019 filled with many fantastic educational opportunities!!

Best regards,  
Dr. Constantine Athanasopoulos  
Chair, Continuing Competency Committee

## Peer Review Committee

The Peer Review Committee completed a significant number of cases in 2019.

Three appeals were adjudicated with no change in the decisions. Twelve dentists and one dental assistant were awarded formal cautions. The main complaints continue to involve standard of care, communication and record keeping. There were nine new cases received in 2019, a decrease from previous years. No inquiry panels were initiated or completed for that fiscal year.

I would like to thank all the committee members for their diligent expertise and time. It is very difficult to accept this role in assessing one's peers when we are a small organization and familiar with our colleagues.

Regards,  
Lori Stephen-James





## Communication Committee Report

I would like to thank firstly our partner in all of our communications committee endeavours Traffic Advertising. Walter and Brian along with their team have provided wonderful service in their many years working with the MDA on all of our communications activities.

Happy New Year. Welcome to the new decade, and with it, a new focus of our committee going forward. Last year, 2019 was a year of change and new beginnings on the Communications Committee. The year began with the conclusion of the board mandated RFP which was a part of the association moving forward into the future. I would like to congratulate Mr. Brian Fawkes, of Fawkes advertising who was the successful candidate. We have been moving forward with several new initiatives, many of which I will outline below.

Thanks to all of the groups who applied, as it forced us to look critically at our processes moving forward.

The RFP process helped us to reset our priorities and allow us to move forward with a fresh set of eyes into 2019 as well as 2020 and beyond.

I would like to thank our Communications partner, Walter Kulyk, of Traffic Advertising for all of his work over very many years of involvement with the MDA. It is through the work Walter and many of the members who have come before us, that we continue to be respected in our communications efforts across the country.

Thanks also to all of the members of our committee and the subcommittees in their efforts on all of our members behalf this past year. There are untold hours that these people put in to help with all of our many activities throughout the year.

Our group continues to focus on the public image of the profession as well as busyness of the dental offices in the province. We continue to work with the dentists of Manitoba on their communication strategies within their office, as well as working on the communications strategies that allow us to communicate with the public.

We have spent the last half of 2019 doing research with the public, as well as with our members to ensure that our strategies and methods are relevant moving forward. This research will help us communicate better with our membership as well as with the public at large.

Our continued emphasis on trust in dentists and the value that we provide to our patients and to our community is the envy of many. We continue to work diligently on your behalf and on behalf of the profession at large.

Some important projects of the past year were: Helping with communication involved in the MDA convention in January 2019.

We worked together with the MDA Board to update the terms of reference for our Committee, part of a much larger initiative of the board over the 2018-2020 period.

Renewing our bus-tail ads which continue to be a very visible public messaging tool for the profession. We refreshed our style and copy with much success in refreshing the campaign.

We continued to help our members promote the Free First Visit Campaign. This campaign encourages a free first examination for children under one year of age. Most practitioners participate in the program, which facilitates early intervention and good dental experiences for our future members of the community.

The MDA continues its sponsorship of the MJHL, which increases our presence and visibility throughout the province. This helps to bring our message to almost a dozen communities outside the city of Winnipeg.

MDA partnered with the Never Alone Foundation in April to provide cancer screenings to over 125 people at our location at the Outlet Collection Mall in April. This was our second year at our new location. We helped to send at least six people for immediate assessment of lesions detected on that day. There are always many dentists as well as dental students who help in this worthwhile project. This project is slated to return in 2020 and we will be looking for volunteer dentists to help with this very important initiative.

Once again, the MDA sponsored one of the more popular tents at Kidfest in June providing dental screenings for over 300 children.

Some of our additional work in 2020 will include:

Evaluate the results of our research in 2019 and move forward with many new or refocused initiatives which present themselves. Advertising efforts this year will continue to include a mix of television, transit buses, internet, and other digital media. We will continue to evolve our strategy to help involve new media and new opportunities as they develop.

The MDA Convention will take place in April 2020, as a co-branded CDA Convention. This event will mark the conclusion the presidential year of our own Dr. Sandy Mutchmor. We look forward to helping the convention committee in this endeavour and we look forward to celebrating a successful CDA Presidency with Sandy.

We will continue to work with the board in the new collaborative method to keep our committee accountable to our members as well as to the public.

We plan to launch the new MDA website which will be current, mobile friendly, and much easier and more cost effective to maintain and monitor going forward.

The committee plans a new initiative this year which will include a way to involve many more dentists and their offices in a revamped and relaunched Open Wide Program. This initiative will go forward in 2020.

I would also like to give special thanks to Greg Guenther, our new membership services director at the MDA office. We look forward to working with Greg as we move forward in 2020 and beyond.

I encourage any member who has questions or ideas about communications to reach out to me at any time. We are always open to ideas and we look forward to serving our membership going forward in 2020. Our committee is especially interested in hearing from some of our newer members to help us as we move forward into the future.

Dr. Jerry Baluta  
Communications Committee Chair.

## The Manitoba Cleft Lip/Palate and Dysplasia Program Report

This program provides dental care under the auspices of Manitoba Health for eligible children. To be registered for benefits under the Manitoba Cleft/Dysplasia program an individual must have a valid MHSC # and have a repaired cleft lip and/or palate or a significant oro-facial dysplasia.

The maximum age for registration will be 18 years of age. Examination for registration in the plan can be arranged by calling 204-787-2516.

To maintain coverage, patients must have a dental exam at least once per year.

Claims over \$500 must be pre-authorized by the dental director.

Complex oral surgery, prosthodontic, and orthodontics must be carried out

by the respective specialist billing to Manitoba Health.

Implant coverage for insured individuals is determined by a committee of the Manitoba Dental Association.

Cleft or Dysplasia patients who consistently display poor oral hygiene will not be referred for orthodontics. If a patient who is in orthodontic treatment begins to consistently display poor oral hygiene will be debanded.

The maximum lifetime expenditure for prosthodontics will be \$25,000 per individual.

Non-compliant patients may be discharged from the program.

Eligible claims must be submitted on a standard dental claim form with patient and provider identifying information to:

FW109-685 William Ave., Winnipeg, MB R3E0Z2 or fax # (204) 787-8042.



## Infection Prevention & Control Committee

This past year the Manitoba Dental Association has undertaken the drafting of new Standards for Infection, Prevention and Control [IPC] in the Dental Setting.

These new Standards are based on the latest science that additionally encompassed a wholesome literature review. They will come into effect in 2020. When they are released, please take the time to review them carefully as there will be several changes from the

2006 guidelines. These Standards will be integrated into the Office Assessment process, providing members with a singular resource to implement IPC protocols in their facility. I would like to thank the committee for their commitment and work on preparing

these new Standards for the protection of both the public, Oral Health Care Workers and Dentists.

Dr. Mike Sullivan  
Chair, Infection Prevention & Control Committee



## Information Technology Report

As the role of technology has rapidly developed over the past many decades, the Manitoba Dental Association had adopted an Information Technology (IT) committee.

This committee was formed to work alongside the other Committees of the MDA in using technology to enhance the administrative process; create innovative solutions on using technology to communicate to MDA members; and act as a bridge to source out IT projects required by the MDA Committee to third parties.

Bearing this in mind, the IT committee currently has a priority in place for the development of a digital strategy incorporating the following:

1. Online renewal and payment of license fees for dentists, dental assistants, and dental corporations – streamline the process for both MDA members and administration;

2. Moving from printed fee guides to downloading of fee guides online – parallel increasing number of offices that are already digital, or making the transition while providing an easy to search fee guide;

3. Moving from the paper Bulletin to digital magazine only – creating a convenient, accessible, and easy to read format for all members;

4. Continued development of the MDA App – convenient communication tool utilized for administrative staff, lecturers, presenters, and attendees of the annual Manitoba Dental Convention and explore innovative solutions on using this technology to communicate to MDA members;

5. Completion of the Peer Review Portal - provide opportunities for communication among Peer Review Committee members with respect to reviewing documentation electronically in a secure manner.

The IT committee continues to work alongside the other committees of the MDA to advance these objectives, creating platforms to streamline communication and member services while maintaining the strictest security protocols.

Prepared by:  
Sasha Goolcharan B.Sc., D.M.D.

## CSNDA Summary

The Committee for Student and New Dentist Affairs continued working this past year on developing educational opportunities for dental students and new dental graduates in our province.

We created a subcommittee to plan Manitoba's first ever New Dentist Forum, a day of continuing education that included but was not limited to an audience of new graduates and third- and fourth-year dental students. This event was an MDA and CDSPI sponsored event. We invited six local Manitoba speakers to share their knowledge with the audience on both clinical dentistry and practice management. Topics included patient communication, dental materials and digital dentistry, insurance claims,

practice transition, and oral surgery for the new practitioner. The forum took place at the beautiful Museum for Human Rights from 9 am until 4 pm, where refreshments and lunch were provided. A total of 50 registrants attended this event. A survey was sent out to all registrants following the event and positive feedback was received.

In the future, we hope to continue with this event and possibly expand into a longer format if desired. Topics will vary from year to year as there is no

shortage of talented speakers within our province.

We will continue sending out our annual survey to new graduates to determine which areas students feel ill-prepared to deal with in private practice as new dentists. The results of this survey will help us determine relevant topics to include in the New Dentist Forum event and any other events that we may plan in the future.

Darci Bonar and Richard Santos  
Co-Charis CSNDA

## Scope of Practice and Delegation of Duties Committee Report

The Scope of Practice and Delegation of Duties Committee met in 2019 and finalized the Terms of Reference for the Committee. The Committee received queries from member Registered Dental Assistants regarding the application of Silver Diamine Fluoride and In Office Whitening.

The Committee is actively researching these treatments and their addition to the current Scope of Practice for Registered Dental Assistants. GAP Training for Dental Assistants who have been out of the profession for 3 or more years has been discussed. The Committee is working with Red River College to formulate a Gap Training program at RRC to assess skills and provide retraining for re-entry into the workforce. Red River College is developing a curriculum for a Scaling Module with the assistance of the SOP Committee. Early in the year the Canadian Dental Assistants Regulatory Authority

sent out a Mutual Recognition Agreement to all provincial registrars for purposes of labour mobility for dental assistants. This MRA sets out the standards for Prosthodontic and Orthodontic Dental Assistants across Canada. The Committee has been working on developing a Prosthodontic Module for RDAs and amending the Scope of Practice for RDAs on the Orthodontic Assistants Roster.

Respectfully submitted  
Dr. Carmine Scarpino, Chair

## Employment and Income Assistance Committee Report

There are 3 active general practitioners that meet monthly to check cases that require prior approval and dentist input before treatment can be done.

The program is funded by the provincial government and provides basic services for eligible clients. Covered dental procedures are paid at 90% of the current MDA fee guide. Each year, the new Income assistance fee guide is sent out and comes into effect on April 1st of that year. All dental staff have the responsibility to familiarize themselves with the guide and check for restrictions and changes in schedule A and schedule B. As this is a basic program, it should be noted that custom-fitted crowns, nightguards, posterior endos, and numerous hours of scaling are not covered expenses, and offices should keep this in mind

when sending in predeterminations. Under Schedule A, there is a maximum amount covered yearly for restorative treatment. If wisdom teeth are symptomatic or pathologically involved, there will be consideration for their removal. When sending in predetermination for consideration, please include pertinent information such as current dated radiographs, missing teeth, and pocket depths. This will result in a more timely reply. Regarding Schedule B, predetermination must be sent in. Obtain prior written approval before commencing treatment or costs will not be covered. Read the preamble in the SAHS fee guide and if you need clarification, you

can always contact the office. 2019 STATISTICS (November 1st, 2018 to October 31st, 2019) There were 247 cases reviewed. 41 cases were approved. 151 cases were approved but reduced (140 cases were reduced scaling units, 6 cases reduced extractions and 5 reduced restorative maximum limits) and 46 cases were denied. There were 9 cases pending more information. Thankyou all the dentists that provide treatment for clients on the program.

Dr. Eileen Eng





## 135th Annual MDA Convention

The 135th MDA Annual Meeting and Convention was held January 25-26, 2019. The focus of the convention was on Manitoba and the convention was aptly themed “Manitoba Roots”.

The committee specifically selected all Manitoba speakers to fulfill attendees quest for intellectual advancement.

A total of 1895 delegates attended the convention. This number is approx. 100 less than 2018 attendance. Of the 1895, 527 were dentists, 213 were hygienists, 426 Assistants, 189 exhibitors, 147 Guests. The remainder was made up of RDA, hygiene and dental students. For the past several years we have seen a decrease in the number of hygienists attending the convention. The committee feels this can be attributed to their process of awarding of CE points, which differs from ours. The convention should be considered as a weekend of educational advancement, technological discovery and camaraderie. Obtaining “points” is an added bonus. Dental offices are encouraged to include their whole team in the weekend’s activities.

The educational component of the weekend was top notch. The speaker line up included: Drs. Jonathon Archer, Anastasia Cholakis, Ernest Cholakis, Carla Cohn, Rodrigo Cunha, Colin Dawes, Debra Evaniuk, Gayle Halas, Hoda Hosseini, Patti Ling, Nita Mazurat, Bruce McFarlane, Uche Odiatu, Igor Pesun, Ammy Rihal, Bob Schroth, Kurt Scherle, Trena Reeve, Kevin Vint, Jose Viquez, Prof Laura McDonald, Mr. Colin Reeve and Ms. Sylvia Sunstrum.

The 90 min lecture format was new for 2019 and was well received. Repeating lectures allowed for more flexibility in choosing lectures. Also new was the awarding of 1 CE point per day at the trade show.

The exhibit hall was a buzz with a live demonstration on Saturday. It has been a few years since a live demo was included as part of the convention. The comments were positive and the committee will take into consideration more interactive style lectures for future conventions.

The 2019 social program included a well attended cocktail party, Friday after lectures. Over 400 people came for a “beverage and a bite”! The elegant Saturday Gala with musical entertainment by The Danny Kramer Band was the convention closer.

The MDA Convention Committee is to be thanked for its year long effort in making the weekend a success. Without the MDA staff there would be no convention! This year, specifically proved to be extra taxing on them and they must be commended. Thanks to Rafi, Cheryl, Diane, Linda and Sarah for their outstanding contribution.

The 2020 Convention will be themed “Seeing Dentistry Clearly”. We will be hosting the convention in conjunction with the CDA, April 2-4, 2020. A survey taken a few years back indicated that many of our members preferred not to have the convention held in January. April was chosen as the month!

We hope you take the opportunity to come to the convention, bring your staff, attend your favourite lectures and catch up with friends.

*“It’s strange how simple things become once you see them clearly”*

-Ayn Rand

See you in 2020!

Dr. Pat Kmet  
Chair MDA Convention



## Manitoba Dental Foundation Report

Thank you for taking the time to read this report of The Manitoba Dental Foundation.

Manitoba dentists have made Manitoba the first province in Canada to create a foundation dedicated to providing access to dental care for those in our community that could not otherwise access the important health care we provide. They say imitation is the best form of flattery. We are flattered that other provinces’ dentists are beginning to follow our lead.

The Manitoba Dental Foundation serves as the unified center of professional philanthropy for the dentists of Manitoba. It was conceived and developed by representatives of The Manitoba Dental Association, The Western Manitoba Society, The Winnipeg Dental Society and The University of Manitoba Dental Alumni Association to assure that the important care we provide is available to all members of our community.

Through the generous support of dentists, non-dentists, the dental industry and many Manitoba businesses we are well on the way to accomplishing this ambitious mission now and for many years to come.

Dentist are well represented in philanthropy throughout our community. The Manitoba Dental Foundation provides an opportunity to assure that our donations that are intended for patient care and prevention go directly to patient care and prevention.

Our goal is for Manitoba dentists to lead the way for others, in and outside of the dental community, by each of us making a career long commitment to the foundation. The foundation supports care for patients by supporting programs and organizations providing treatment and prevention directly to people in need.

The Manitoba Dental Foundation continues to provide grants to deserving organizations. Since our Foundation was established the MDF has supported many organizations working to improve the oral health of the vulnerable members of our communities regardless of age, gender, and background.

As Manitoba dentists, we have an intimate understanding and appreciation of the growing component of society that does not have access to oral health and the negative consequences of poor oral health. Through our collective efforts can we make a difference to this population group.

As I write my remarks, we are in the midst of unprecedented challenges brought on by a global pandemic. A simultaneous shutdown of world economies, including dentistry around the world. We will get through this together. The needs of others have not gone away. I encourage you to consider the less fortunate in our society when planning your own personnel restart.

Thank you to those of you who have supported our foundation through attendance at events and your monthly and annual donations. When the time for you is right, please step up and support the important care provided through the Manitoba Dental Foundation. If you wish to discuss the foundation and how you can help please feel free to contact me or the MDF Executive Director Dr. Frank Hechter.

Dr. Joel Antel  
President, Manitoba Dental Foundation

## Blue Ribbon Panel Report

The Blue Ribbon Panel is to provide the MDA Board with an objective review of the current MDA Peer Review process.

It will identify best practices and make recommendations to the MDA Board regarding methodologies that can be used to enhance the current system. The committee is composed of: Dr Jim Bonar (chairman), Dr Keith Levin (vice chair), Dr Les Rykiss, Janet Neduzak, and Wayne Novak (public representative).

The Committee met 4 times in 2019 and received a lot of input from members who have either volunteered for Peer Review or have had experiences in the process personally. THANK YOU to those who participated.

Respectfully,  
Dr. Jim Bonar, Chair



## Economics Committee Report

The Manitoba Dental Association Economics Committee serves a few different functions.

The Manitoba Dental Association Economics Committee serves a few different functions. In 2019 The Committee generated a Suggested Fee Guide for our members, has engaged in surveys to acquire data to aid in the fee guide production, and the committee has continued to answer questions from MDA members, the public, and insurance providers regarding the appropriate interpretation and application of dental procedure codes.

In order to help dentists properly interpret and apply procedure codes, an article entitled 'Conversation on Codes' will continue to appear in the MDA Bulletin. This series of articles deals with some of the more common code interpretation/application queries that are directed to the MDA throughout the year by member dentists, the public, insurance companies, and regulatory personnel alike. The aim of the article is to clarify common coding misinterpretations, and help direct dentists in the proper application of our procedure codes.

The production of the Manitoba Dental Association Suggested Fee Guide is a process that involves the collection, comparison and tabulation of considerable data. Each year the MDA Economics Committee works, in conjunction with Greg Finlayson, to analyze national and provincial economic data and engages in a very detailed inter-provincial comparison of dental fees. The Committee also uses factors such as Manitoba's relative cost of living, projections for upcoming trends in disposable family income in Manitoba, unemployment rates, the consumer price index (CPI), projected private sector wage increases, changes in Gross Domestic Product (GDP), and expected increases in operating costs for dentists in Manitoba. **Amongst the most important data the Economics Committee analyses is the survey data received from Manitoba dentists – particularly overhead cost data.** These factors are used to create a Suggested Fee Guide that balances the affordability of dentistry for Manitobans against the continuing prosperity of our member dentists.

The following table outlines some of the data points that were used to propose our fee increase for the upcoming year. This table compares forecast numbers for 2019 against those for 2020 (\*actual 2019 numbers aren't available until mid-2020). The final line of the table shows the overall weighted GP Suggested Fee Guide increase for 2020.

From the below table, it is clear that projections for 2020 are very similar to those for 2019 with the exception of projected retail sales.

CATEGORY	2019	2020
CPI Change (forecast)	2.2	2.2
GDP Change (forecast)	0.5	0.8
Household disposable Income Change (forecast)	3.1	3.1
Wages & Salary/Employee (forecast)	2.4	2.4
Retail Sales (forecast)	1.1	2.9
Weighted GP Fee Guide Increase	3.02%	2.53%

\*Data in this table is provided by the Conference Board of Canada

This is expected to increase for 2020 compared to 2019. One factor not fully represented in the above table is Manitoba's recent history of fee guide increases. Over the past 3 years, Manitoba has ranked either number one or two in overall weighted fee increases as compared to the other provinces across Canada – we have been relatively aggressive increasing our Manitoba fees.

For 2020, the overall weighted GP Suggested Fee Guide increase is 2.53%. This increase is a 'weighted increase' meaning certain procedure codes (or groups of codes) received special increases well in excess of 2.53%.

This article would not be complete without a word of thanks to acknowledge the efforts of the MDA Economics Committee members. Thank you to Dr. Mike Sullivan (past Economics Committee Chairperson), Dr. Mike Pernarowski, Dr. Les Rykiss, Dr. Kristie Maslow, Dr. Julie Oryniak, Dr. Dave Stackiw, Dr. Rodrigo Cunha (specialist representative), Dr. Alex Pappas and Dr. Tom Colina (MDA Board representative). I would like to acknowledge the invaluable assistance of our USC&LS Committee member Dr. Murray White and MDA staff members Mr. Rafi Mohammed, Mr. Greg Guenther and Executive Secretary Diane McDonald. Lastly, I would like to express our appreciation to Mr. Greg Finlayson for his dedication to the Manitoba Dental Association.

Respectfully submitted,  
Dr. Jeffrey Hein, DMD  
Chair – MDA Economics Committee



## Mentorship Committee Report

We are delighted to continue with the good news story that is the Mentorship Program here in Manitoba.

It is unique in the country as being the only program that has a formal arrangement with the College. That special arrangement allows for direct communication and access to the College's students. That allows for programming to help fill in the gaps that the college simply doesn't have time for. The year starts with a "Welcome to the Profession Dinner" for the incoming class. Mentors, MDA Board Members, UMDAA reps, WDS reps as well as Members of the College faculty serve to informally meet and greet our newest colleagues.

There is formal programming; years I and II are usually together as is years III and IV. There are 3 of these formal sessions in the year; fall, winter and spring. This year's topics will include: Speed dating pairing for the incoming class; an Introduction to Patient Management for the second years; Prep for clinic/handling first patient/clinic setting/time management. For the senior years: Achieving Work/Life Balance and applying for specialty as well as Finances during and after dental school are topics for discussion. Later in the years topics will include marketing yourself and development for the thriving associate; volunteerism; Do's and Don'ts of

Dentistry; and always popular; Real World Ethical Dilemmas. The year ends with a formal dinner for the grads, this happening in the spring with the graduands getting their monogrammed clinic jackets. The mentorship program also encompasses individual meets between mentors and students, in their offices, at CE programs or out for a cup of coffee with a simple question: "How are you doing?"

We are fortunate to have fabulous involvement from the dental community with members serving as mentors and speakers for the sessions. There are too many to mention here, but the number is considerable and truly appreciated.

Students are engaged and from the feedback we have received, they feel it is productive.

Many thanks to the MDA staff, especially Greg Guenther; the College; and of course to the MDA members that participate in the program.

Dr. Huma Rohan  
Dr. Craig Fedorowich

## Pharmacological Behaviour Management Committee Annual Report

The Pharmacological Behaviour Management Committee has been meeting on a regular basis over the course of the last year to review the bylaw. As the committee's decisions pertain to regulatory matters, the committee's status has been revised from "ad hoc" to a standing committee.

The most recent activities have included a review of the terms of reference and identifying and appointing new individuals to join the Committee. A recommendation for a Vice Chair has been submitted to the MDA Board of Directors.

The Committee has been working to collaborate with the Office Assessment Committee on some issues identified during office assessment site visits.

Policies and procedures for requesting or renewing a facility permit are being evaluated to ensure members are aware of

the facility, equipment and documentation requirements as stated in the current bylaw.

The Committee expects to bring the revised bylaw to the Board this year.

Respectfully submitted,

Dr. Lee McFadden  
Chair, Pharmacological Behaviour Management Committee





## Manitoba Dental Association 2019

Rafi Mohammed, *CEO*

Dr. Patricia Ling, *Registrar*

Linda Berg, *Director Regulatory Affairs*

Cheryl Duffy, *Administration – Registration and Licensing*

Greg Guenther - *Director of Member Services & Public Events*

Sarah Harvey, *Administrator – Peer Review, CE, and Licensing Support*

Diane McDonald, *Executive Secretary*

Dr. Arun Misra, *Deputy Registrar*

Holly Stusiak, *Office Assessor*

Dr. Lori Stephen-James, *Chair- Peer Review Committee*

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