



From the Chair

As 2009 draws to a close, it's timely to reflect on the Council's highlights over the past year.



2009 has been another busy year for the Council as we have continued to implement policy and processes required under the Health Practitioners Competence Assurance Act 2003. This year, we

have seen the merger of the Dental Hygienist and Dental Therapist Professional Boards and also the establishment of the Audit and Risk Management Committee.

Clearly, the successful alignment of the Secretariat's operational structure with the Council's governance structure has been significant. Other achievements are also noteworthy, in particular:

- streamlining registration policies and processes
- reviewing the continuing professional development policy
- developing and implementing a new risk management system.

Practitioner recertification and continuing professional development monitoring are growing areas of the Council's work. An analysis of the recertification process has shown that an online recertification system will

provide operational and cost efficiencies for the Council. The Council is exploring the feasibility of introducing an online recertification system for practitioners by the end of 2010. We anticipate that a system will allow efficient management of the recertification process and, in turn, minimise ongoing costs to registrants.

Liaison with the Australian regulatory authorities and the Australian Dental Council has continued to be of importance to the Council this year and will continue to do so over the coming year as Australia moves towards a national registration and accreditation scheme. As well as direct interaction with our Australian counterparts, the Council is represented on the Australian Regulatory Authorities Professional Standards Committee and has expanded its representation on the DCNZ/ADC Accreditation Committee to four members. We look forward to undertaking continued work with the Australian regulatory authorities over the coming year as the Australian scheme becomes enacted.

On behalf of the Council, Professional Board members and Secretariat staff, we hope you enjoy a well deserved break and happy Christmas, and we look forward to a successful new year.

Professor Robert M Love
Chair

December 2009

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Merry Christmas

The Council, Professional Boards and staff would like to wish you a very merry Christmas and best wishes for 2010.

Our office will be closed from Thursday 24 December 2009 and will reopen on Tuesday 5 January 2010.

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DCNZ Annual Plan and Draft Budget for the 2010/2011 year

We are pleased to present, for stakeholder comment, our annual plan and draft budget for the year beginning 1 April 2010. It is part of the Council's determination to be transparent in its dealings with all stakeholders. Your views are sought on the proposed plan.

DCNZ Annual Plan

The plan takes into account the Council's statutory functions together with measures to advance our strategic plan outcomes, which are to:

- simplify the registration process including the development of an online recertification process
- update information technology systems
- develop a stakeholder management plan to ensure effective management of stakeholder relationships
- update memoranda of understanding with professional associations
- review ADC/DCNZ Accreditation Committee terms of reference and appointments
- engage with the Ministry of Health to improve the workforce survey
- review the Board election processes
- monitor the registration of dental technicians.

Annual Practising Fees

The annual practising fee for each practitioner group will comprise three parts:

1. Operational fee

a. To cover overheads for running the Council and Secretariat

These include the following:

- i. General operating costs: audit fees, indemnity insurance, legal costs, property-related costs, personnel and office costs.
- ii. Project costs: items that are generic and constitute part of the Council's general business. These costs are not Board-specific and include:
 - Audit and Risk Management Committee
 - data collection (conducting the workforce survey on contract to the Ministry of Health)
 - recertification and registration such as codes of practice, review processes for assessing overseas qualifications and Annual Practising Certificate (APC) processing
 - strategic planning including Health Practitioners Competence Assurance Act (HPCAA) review, restricted activities review, privacy compliance review and

developing a best practice framework for complaints

- communications (newsletter, annual report, other publications and website)
- Council liaison and meeting costs including meetings with the Minister, stakeholders and Australian Boards; members' fees; travel and so on.

b. To cover Professional Board activities

These include:

- health and competence issues, mentoring impaired practitioners, competency review, supervision and training
- education, including moderation of courses
- examination, including five-yearly review of NZDREX
- recertification and registration including practice and CPD audits, registration disputes and legal advice
- meeting costs, liaison with the profession and strategic planning.

c. Contingency

An allowance for 5% contingency on net Council and Board costs is also included in the operational fee.

2. Capital replacement fee

This fee (new in 2010/11) is set on a per registrant basis to cover the cost of Council-identified capital expenditure on projects over a two-year timeframe, which includes:

- replacement of the financial management information system
- replacement of the registration database and development of an online recertification system
- office furniture and equipment.

3. Disciplinary levy

As there is a surplus in the disciplinary reserve for each Professional Board above the minimum considered necessary to meet disciplinary costs over the next two years, a refund in 2010/11 on the disciplinary levy will occur.

Disciplinary reserves are maintained to meet costs arising from the investigation by a Professional Conduct Committee or proceedings of the Tribunal (Section 131 HPCAA).

DCNZ Draft Budget

The Dental Council remains committed to ensuring that it operates in a cost-effective manner and strives to maintain a balance between ensuring the efficient and effective discharge of its public safety obligations and practitioner affordability.

Summary	\$
Income	2,460,125
Expenditure	2,442,750
Net Surplus/(Deficit)	17,375
Council Activities	
Income	
From Recertification (APC Fees)	1,741,825
From Other Activities	204,100
	1,945,925
Expenditure	
General Administration	1,525,474
Projects	
Finance and Management	49,888
Data Collection	24,500
Education	49,300
Recertification and Registration	69,154
Strategic Planning	16,820
Communications	41,513
Council Liaison and Meeting Costs	159,276
Contingency	10,000
	420,451
	1,945,925
Net Surplus from Council Activities	0
Board Activities	
Income	
From Recertification (APC Fees)	200,505
From Registration and Examination fees	313,695
	514,200
Expenditure	
Projects	
Health and Competence	137,398
Examination	181,393
Recertification and Registration	53,118
Board Liaison, Meeting Costs and Strategic Planning	124,916
	496,825
Net Surplus from Board Activities	17,375

Disciplinary Activities

A cash reserve of \$250,000 has been set aside from disciplinary reserves to meet dentist-related disciplinary costs in 2010/11 and later years. As disciplinary cases arise and expenditure is incurred, dental practitioners will generally be levied in the annual APC fee to replenish the disciplinary reserve. Notwithstanding this, the Council has power to impose a disciplinary levy on any practitioner group at any time during the year if required to cover discipline costs.

Explanation

The Council aims to run a net cost recovery position in its income and expenditure account in 2010/11, and APC fees are adjusted accordingly to meet this goal. In addition, the Council is providing for a capital replacement fee in 2010/11 to meet major capital expenditure outgoings in relation to IT system replacement activities planned for 2010/11. The capital replacement fee will be a standard fee of \$122 (including GST) across all practitioners. With respect to discipline, all practitioners receive a refund from

discipline reserves (amounts vary with each Professional Board) as the Council has revised downwards the level of discipline reserves required to be retained by each Professional Board for discipline. Additionally, dentists, therapists, hygienists and orthodontic auxiliaries receive a refund from operational reserves as these are adjusted down to meet the revised operational reserve policy, while an increase is required for dental technicians and clinical dental technicians to achieve the operational reserve minimum for the Technicians Professional Board.

Effect on APCs

After allowing for the effects of inflation and a critical review of Council and Board activities in 2010/11, culminating in a clear focus on the major information technology systems upgrades, the APC fees (including GST) for the 2010/11 year are as follows:

Profession	APC Fees
Dentists	\$748
Dental Therapists	\$561
Dental Hygienists/Auxiliaries	\$462
Orthodontic Auxiliaries	\$336
Dental Technicians	\$736
Clinical Dental Technicians	\$889

Your views on the 2010/11 annual plan and draft budget are welcome. Please send your submissions to:

Dental Council of New Zealand
PO Box 10-448
Wellington 6043
Email: inquiries@dcnz.org.nz

Your feedback will be carefully considered before the annual plan and budget are fully adopted in late February 2010.

Continuing Professional Development Policy

In December 2008, the Dental Council invited all oral health practitioners, associations and continuing professional development (CPD) providers and verifiers to comment on a draft CPD policy.

From the consultation feedback received, the following changes were made to the CPD policy:

- Removal of the recording of non-verifiable CPD activities for all practitioner groups from 1 January 2009.
- Aligning the recertification with calendar years instead of financial years with effect from 1 January 2009.
- Renaming of 'peer group' to 'study group'.
- Adoption of a revised CPD record template.

Following the consultation period, it was clear that a number of CPD-related matters required further consideration, in particular:

- whether dental therapists are required to complete a clinical appraisal
- the number of CPD hours required for each practitioner group
- the length of the CPD cycle
- the value of the peer contact activities and the CPD providers' role in recording this
- the length of time it takes to process turn around a Board-approved CPD application.

The Council asked its Professional Boards to work in consultation with the relevant professional associations to resolve these outstanding matters. In consideration of the consultation feedback received, the Council has resolved that:

- practice appraisal as part of the recertification process for Dental Therapists will be removed
- the recertification cycle for each practitioner group will be four years and staggered
- the number of CPD hours required for each practitioner group (over a four-year recertification cycle) will be as follows:

Practitioner Group	CPD Hours per Recertification Cycle
Dentists/Dental Specialists	80
Dental Hygienists	60
Dental Therapists	60
Orthodontic Auxiliaries	30
Dental Technicians	40
Clinical Dental Technicians	60

- CPD providers must specify whether or not a CPD activity qualifies as a peer contact activity
- the length of time it takes to process a Board approved CPD application will be eight weeks.

The revised Continuing Professional Development Activities Policy becomes effective from 1 January 2010. A copy of the revised policy document will be available for practitioners to view on the DCNZ website: www.dcnz.org.nz.

A New Graduate's Perspective

Yamuna Mallinson provides a personal account of being a dually trained dental hygienist/dental therapist.



In December last year, 23 students graduated with a Bachelor of Health Science in Oral Health from Auckland University of Technology. This degree enables graduates to work in both dental hygiene and dental therapy practice.

Since graduating, a number of my classmates have worked in both public and private sectors throughout New Zealand; others work in solely public or solely private practice. I have been lucky enough to experience both sectors. I work three days for a District Health Board (DHB) as a dental therapist and two days in private practice mainly as a dental hygienist. I have enjoyed the variety that both dental hygiene/dental therapy offer and do not think that I could choose one profession over the other.

I have experienced a lot of crossover with the skills we offer. For example, hygiene patients who are parents appreciate the detailed health promotion messages and information about enrolment I am able to provide. I also

have a lot of confidence in assessing and treating gingival conditions in children and adolescents and see this as a vital service to provide this age group.

I think that the transition and acceptance of this new degree will take time, and I hope in the future it will not be so much about 'changing hats' and having separate practices but instead working cohesively. I look forward to DHBs employing our hygiene skills not only in adolescent patient groups but in treating chronic periodontitis in adults and seeing more adolescents attending dental clinics. In the meantime, I hope that DHBs will stay flexible in employing part-time staff so new graduates have the opportunity to work in both settings.

At present, I have three professional agreements – one dental hygiene, one dental therapy in private practice and one dental therapy with the Principal Dental Officer – which are all working well. However, I do look forward to the future when I have one employer and one professional agreement.

Yamuna Mallinson

Registered DH and DT

Streamlining the Registration and Examination Process

Over the past months, the Council's registration policies have been examined with a view to streamlining the registration process and, in turn, maintain the integrity of the Council process.

At its meeting on 7 September 2009, the Council agreed a number of changes to the registration and examination process including:

- replacement of the New Zealand Conditions of Practice (NZCOP) open book examination with the requirement for prospective registrants to complete a statutory declaration declaring that they have read and understood the content of the NZCOP handbook
- removal of the registration interview

- limiting the number of times a candidate is permitted to attempt the New Zealand Dental Registration Examination
- adoption of generic New Zealand dental registration examination entry requirements.

As a consequence of these changes, it is anticipated that there will be significant time savings for registering candidates.

APC Renewal

Current annual practising certificates (APC) will expire on 31 March 2010. APC application forms will be sent to practitioners' registered mailing addresses at the end of February 2010.

Practitioners are reminded that practising as an oral health practitioner without an APC is an offence against the Health Practitioners Competence Assurance Act. To ensure that you are not in breach of the Act and that your APC remains current, please return your APC application and payment to the Dental Council before 31 March 2010.

Consultation

The Dental Council is seeking your views on the draft code of practice on the working relationship between orthodontic auxiliaries and orthodontists/dental specialists/dentists.

The aim of this code of practice is to describe the general functions and levels of supervision required by orthodontic auxiliaries and assist practitioners to understand the requirements of orthodontic auxiliary practice.

The Dental Council has worked with the New Zealand Association of Orthodontists to develop the draft code into its current form. The Council now seeks written comments from all interested parties on this draft code of practice by 22 December 2009. The draft code and further information about the consultation process can be found on the Dental Council website: www.dcnz.org.nz/dcWhatsNew.

Continuing Professional Development Cycle Ends 31 December 2009

The Dental Council wishes to remind all dental therapists, dental hygienists, orthodontic auxiliaries, dental technicians and clinical dental technicians that their CPD cycle ends on 31 December 2009.

Practitioners are asked to complete and return their CPD activity summary sheet to the Dental Council by 31 December 2009. If you have any queries about your CPD or require a CPD activity summary sheet to be forwarded to you, please contact the Dental Council: inquiries@dcnz.org.nz.

DENTAL COUNCIL OF NEW ZEALAND

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