

COLLEGE OF DENTAL TECHNICIANS OF BRITISH COLUMBIA

ANNUAL REPORT

April 1, 2006 – March 31, 2007

The College is required under the Health Professions Act to publish an Annual Report. The Board welcomes suggestions for improvement and requests for further information.

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MANDATE

"IT IS THE DUTY OF THIS COLLEGE AT ALL TIMES TO SERVE AND PROTECT THE PUBLIC, AND TO EXERCISE ITS POWERS AND DISCHARGE ITS RESPONSIBILITIES UNDER ALL ENACTMENTS IN THE PUBLIC INTEREST."¹



THE COLLEGE HAS THE FOLLOWING OBJECTS:²

- ❖ "to superintend the practice of the profession;
- ❖ to govern registrants according to this Act, the regulation and the bylaws of the College;
- ❖ to establish standards of academic or technical achievement and the qualifications required for registration as a member of the College;
- ❖ to establish, monitor, and enforce standards of practice to enhance the quality of practice and reduce incompetent, impaired or unethical practice amongst registrants;
- ❖ to establish and maintain a continuing competency program to promote high practice standards amongst registrants;
- ❖ to establish, for a College designated under section 12 (2) (h), a patient relations program to seek to prevent professional misconduct of a sexual nature;
- ❖ to establish, monitor, and enforce standards of professional ethics amongst registrants;
- ❖ to require registrants to provide to an individual access to the individual's health care records in appropriate circumstances;
- ❖ to inform individuals of their rights under this Act, the regulation, and the bylaws of the College and the *Freedom of Information and Protection of Privacy Act*;
- ❖ to administer the affairs of the College and perform other duties through the exercise of the powers conferred by this Act, the regulation, or the bylaws."

¹ Section 16 (1) of the Health Professions Act

² Section 16 (2) of the Health Professions Act

CHAIR'S AND REGISTRAR'S REPORT

The College of Dental Technicians of British Columbia operates on delegated authority of the Ministry of Health and has the mandate to regulate the profession of dental technology under the Health Professions Act, the Dental Technicians Regulation and the Bylaws of the College. Board and Committee members, supported by the staff of the College, work diligently to fulfill all our obligations under the legislation with respect to examinations, registration, complaints, inspections and many other regulatory matters.

The College is also committed to continuing involvement in activities that contribute to increasing the professional image and public identity of Registered Dental Technicians. Increasing the prestige of the profession is one of the objectives that had been identified in the College's Strategic Plan. For a number of years the College has been hosting an informational booth at the Pacific Dental Conference and has an established presence there alongside the other dental health professions' regulatory colleges. The "Career Vignettes" promoting dental technology, which were jointly produced by the College and the Knowledge Network, received over 50 airings during April 2006, the month designated as Dental Health Month.

The registration renewal period saw the implementation of the mandatory professional liability insurance for Registered Dental Technicians. While this is a new requirement for dental technicians, the need for professional liability insurance is recognized by virtually all professions and the mandatory coverage provides a level of protection for both the registrant and the public should any issues of liability arise from the practice of dental technology.

This year the Registration Committee made changes to the method used to assess an RDT applicant's English language competence. Previously an applicant was required to provide separate TOEFL or ELA assessment prior to receiving approval to sit the registration examinations. The Committee determined that the completion of the current written theory examinations, which are offered only in the English language, would better identify an applicant's abilities to communicate in "profession specific" language and function in the dental environment.

The Board established two Ad Hoc Committees during this fiscal period in order to address specific significant issues. An Outsourcing Committee was struck to identify ways to address the concern of many dental technicians with respect to the apparent increase in the practice of having dental appliances fabricated "off-shore". The Board is of the opinion that the public is losing the safeguards implicit in professional regulation when prostheses are fabricated by an un-regulated provider, and are therefore unnecessarily exposed to an increased risk of harm.

A Standard of Practice Committee was tasked with developing a policy document that would further explain what is expected of a registrant in order to meet their obligations with respect to the approved Code of Ethics and Standards of Practice sections of the Bylaws. The Committee anticipates that the document, when completed and approved, will be a useful tool for registrants to guide them in the daily practice of their chosen profession.

The College has been and will continue to be involved in identifying and addressing concerns respecting changes to processes, policy or legislation that may be necessary in order to meet our obligations under the signed Trade, Investment and Labour Mobility Agreement between BC and Alberta by April 2009.

Registrants also occasionally come to the College office to meet with the Registrar or other staff members to discuss issues or concerns that they may have, or to obtain information relevant to their practice.

COLLEGE STAFF

In June this past year, Ms. Rosemary Ishkanian advised the Board that she would not be returning to her position as Registrar for the College at the end of her leave of absence. The Board presented Ms. Ishkanian with an award at the AGM in September, in recognition of her many years of dedicated service as Registrar. The Interim Registrar, Mr. Ronald Revell, was subsequently appointed by the Board to assume the position of Registrar on a full-time basis, and Ms. Doris Chan was appointed as Deputy Registrar effective November 1, 2006. Ms. Donna Kwinlaug left College employment at the end of December and Ms. Daljit Dhillon was hired as the new Receptionist/Office Assistant starting in February. With the hiring of Mr. Nabil Tabet, RDT to the position of Technical Assistant/Inspector at the end of February, the College was once again fully staffed for the first time in over a year.

CHAIR'S AND REGISTRAR'S REPORT

BOARD ELECTIONS / APPOINTMENTS

There were several changes to the membership of the Board this year. For personal reasons, one of our public appointees, Ms. Barbara Lee, was unable to accept reappointment to the Board, and the Ministry subsequently appointed Mr. Azim Lalani to a one-year term to fill the vacated position. Elections were held to fill three RDT positions and the results were that Mr. Gordon Robertshaw, Ms. Therese Roche and Mr. Barry Van De Snepscheut were elected for three-year terms effective May 2, 2006. Mr. Ken Izumi and Mr. Andrew Pritchard were not eligible for re-election as both had served as Board Members for the maximum number of consecutive terms provided for in the Bylaws. The College expressed appreciation for their dedication to the profession and the contributions they made to the work of the College while serving as Board Members.

VARIOUS LIAISON ACTIVITIES

The College continues to be involved with various professional and regulatory organizations both in BC and across Canada that meet throughout the year to share information and discuss issues of common concern. Some of the organizations we have committed to be involved with include the Health Regulatory Organization, Executive Directors and Registrars Organization, MOSAIC / Regulators for Access, Vancouver Community College's Program Advisory Committee and the Canadian Alliance of Dental Technology Regulators.

The importance of our continued involvement in these types of liaison activities cannot be overstated. These relationships are especially critical in light of the number of changes the College and the profession are regularly facing, both with respect to the practice of dental technology, as well as in its regulation. The wealth of information and ideas that are shared among the members of these groups enhances the College's ability to meet our obligation to regulate the profession in the public interest.

Respectfully submitted by:

John Eggeling, RDT
Chair

Ronald Revell, RDT
Registrar

COLLEGE STRUCTURE

LEGISLATIVE BASE

In British Columbia dental technology is a designated health profession. The services provided by this profession are defined in the scope of practice statement in the Dental Technicians Regulation. All individuals who provide dental technician services in British Columbia are required to be registered and as registrants are entitled to use the restricted title designation.

The College of Dental Technicians of British Columbia is the name of the College established under the Health Professions Act to administer all enactments pertaining to the provision of dental technician services. The College consists of the members of the Board and the registrants of the College. Its legislated duty is to serve and protect the public and to use its authority to administer the legislation pertaining to this profession. Bylaws, drafted by the Board and approved by the Lieutenant Governor In Council, are the expression of the specific means by which the College protects the public, the recipients of dental technician services.

INTERNAL ORGANIZATION

The Board and Board Members

Sections 17 and 18 of the Health Professions Act and Sections 2 through 6 of the Bylaws set out the requirements regarding Board appointments, elections and membership. Board members have a primary responsibility to govern, control and administer the affairs of the College in accordance with the Health Professions Act, the Regulation and the Bylaws, and are always cognizant of the fundamental mandate of the College to serve and protect the public. During the fiscal period, the Board consisted of six professional members elected by registrants and three public members appointed by the Minister of Health.

Staff and Others

In this period the College employed four full time employees: the Registrar, a Deputy Registrar, a Technical Assistant/ Inspector and a Receptionist/Office Assistant. The College also used the services of exam administrators and had access to approximately 15 examiners. Additional services were provided to the Board by an appointed auditor, legal counsel, and various consultants as needed.

Registrar

The Registrar is the chief executive officer of the College and is appointed by the Board. As such, he represents the College on the administration of the regulation of the profession of dental technology, is ultimately responsible for all day-to-day administration of the affairs of the College, and for the provision of adequate support to the Board and its committees. The Registrar is responsible for supervision of staff and for relaying Board requirements/directions to all other persons who provide services to the College.

Deputy Registrar

As appointed by the Board, the Deputy Registrar reports to and is directly responsible to the Registrar. She performs the duties specified by the Registrar and assists the Registrar in the office administration and the provision of support to the Board/Committees. She manages the College's financial and accounting system, coordinates and monitors the continuing education program. She also processes registration applications, manages registrants' records and database, and provides computer hardware/software support.

Technical Assistant/Inspector

Under the direction of the Registrar, the Technical Assistant/Inspector is involved with the assessment of foreign credentials submitted by applicants, and the examination administration, delivery and marking. He also assists the Registrar in the planning and implementation of the inspection program as directed by the Inquiry Committee. As the need arises, the Technical Assistant provides professional technical support to the Registrar.

Receptionist/Office Assistant

The Receptionist/Office Assistant provides administrative/secretarial support to the Registrar. She also assists the Deputy Registrar in the maintenance of registrants' records and database, the annual renewal process, regular mailings to registrants and the Board/Committees, and other general office administration matters. The Office Assistant processes routine Assistant applications and registrations, and provides support for various projects as needed.

COLLEGE STRUCTURE

STAFF AND OFFICE HOURS

Staff:

Ronald Revell, RDT	Registrar cdtbc@telus.net	
Doris Chan	Deputy Registrar assistant_cdtbc@telus.net	
Nabil Tabet, RDT	Technical Assistant/Inspector tech_cdtbc@telus.net	(effective Feb 19, 2007)
Donna Kwinlaug	Receptionist/Office Assistant secretary_cdtbc@telus.net	(Apr 1, 2006 to Jan 2, 2007)
Daljit Dhillon	Receptionist/Office Assistant secretary_cdtbc@telus.net	(effective Feb 1, 2007)

Auxiliary:

Karol Hoffmann, RDT	Exam Assistant	(annual exams)
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Office hours:

Office access	9:00 am - 5:00 pm	(Monday to Friday)
Phone access	9:00 am - 5:00 pm	(Monday to Friday)
Fax and voice mail	24 hours	

RECORDS

The office maintains records as follows:

- Register - name and business address of every person granted registration
- Individual active registrant records - including copies of memos, correspondence, application forms, records relating to the attainment of registrant status, renewal applications, continuing education records, etc.
- Archived registrant records - all registrant records removed from the Register
- Financial records
- Board minutes
- Committee minutes
- General information files pertaining to:
 - Registration requirements in other jurisdictions
 - Other regulatory bodies, communications, publications
 - Liaison groups, consultant services
 - Impacting legislation
 - Registrant exam result files
 - Records relating to investigation, discipline of registrants and former registrants
 - Inspection records

BOARD AND COMMITTEE – Membership

BOARD & COMMITTEE MEMBERSHIP – FOR THE PERIOD ENDING MARCH 31, 2007

As of the last meeting in the fiscal period:

COLLEGE BOARD

John Eggeling, RDT (Chair)
Gordon Robertshaw, RDT (Vice-Chair)
Hege Jahr, RDT
Azim Lalani, CA
Dr. Bikkar Lalli
Bernie Leong
Dong Hee Park, Assistant
Therese Roche, RDT
Barry Van De Snepscheut, RDT

CONTINUING EDUCATION COMMITTEE

Gabor Szombathy, RDT (Chair)
John Eggeling, RDT
Therese Roche, RDT

DISCIPLINE COMMITTEE

Bernie Leong (Chair)
John Eggeling, RDT
3 RDTs as needed

FINANCE COMMITTEE

Bernie Leong (Chair)
Azim Lalani, CA
Dong Hee Park, Assistant

INQUIRY COMMITTEE

Hege Jahr, RDT (Chair)
Azim Lalani, CA
Dr. Bikkar Lalli
Gordon Robertshaw, RDT
Barry Van De Snepscheut, RDT

REGISTRATION COMMITTEE

John Eggeling, RDT (Chair)
Dr. Bikkar Lalli
Bernie Leong
Dong Hee Park, Assistant
Therese Roche, RDT

OTHER COMMITTEE

During this period, the following Ad Hoc Committees were established to address specific issues:

Ad Hoc Outsourcing Committee

Gordon Robertshaw, RDT (Chair)
John Eggeling, RDT
Hege Jahr, RDT
Bernie Leong
Barry Van De Snepscheut, RDT

Ad Hoc Standards of Practice Committee

Ken Izumi, RDT (Chair)
Hege Jahr, RDT
Dr. Bikkar Lalli

BOARD AND COMMITTEE – Committee Activities

REPORTS

These reports set out some of the activities and highlights of standing committees. In some instances the composition and/or the chair position has changed in the course of the fiscal period. The Reports are submitted by the Chairs in place at the end of the fiscal period, as of March 31, 2007.

CONTINUING EDUCATION COMMITTEE

The Continuing Education Committee is responsible for monitoring the continuing education program established by the Board as authorized by the Bylaws (Section 14). The Committee operates under the established Terms of Reference approved by the Board. Ms. Doris Chan provided staff support for the Committee during this period.

The Committee met once this year and also made a decision through written communications with the College office. In the course of the fiscal period, the Committee:

- approved additional continuing education opportunities for access by registrants
- monitored the status of registrants meeting the continuing education requirements for the 2005-2008 cycle
- approved a request from a registrant to waive or reduce the continuing education requirements
- was responsible for ensuring the provision of continuing education records to registrants.

Gabor Szombathy, RDT

Chair, Continuing Education Committee

FINANCE COMMITTEE

The Finance Committee manages the College's system of financial administration and advises the Board on various financial matters as authorized by the Bylaws (Section 15). The Committee operates under the established Terms of Reference approved by the Board. Ms. Doris Chan provided staff support for the Committee during this period. The Committee expresses appreciation to Ms. Chan for her conscientious efforts and assistance.

The Committee held two in-person meetings and two teleconference meetings this year. In the course of the fiscal period, the Committee:

- reviewed unaudited monthly financial statements
- reviewed and proposed the annual capital and operating budget, revisions to the reimbursement guidelines and administrative charges for Board approval
- monitored revenue and expenses in accordance with the approved fiscal budget
- reviewed and compared options for the office insurance package and directors & officers liability insurance
- examined other prudent investment options.

Bernie Leong

Chair, Finance Committee

BOARD AND COMMITTEE – Committee Activities

INQUIRY COMMITTEE

The Inquiry Committee deals with all complaints regarding registrants and monitors the inspection program according to the authority of the Health Professions Act. The Registrar provided staff support for the Committee during this period.

The Committee met three times this year and directed and/or monitored the inspections of laboratories throughout BC. In particular, the Committee decided to use the regular inspection program as a means of raising registrants' awareness on the need for compliance with the College's infection control policy and procedures.

The Committee also considered a number of inquiry related issues and policies, and accomplished the following:

- opened 2 new files pertaining to alleged non compliance and professional competence issues
- closed 3 files
- continued to investigate and consider a number of ongoing matters related to ethics, advertising, and supervision.

Reports on the disposition of matters investigated by the Inquiry Committee were provided to the Board as required with Section 34 (1) (a) of the Health Professions Act.

Hege Jahr, RDT

Chair, Inquiry Committee

REGISTRATION COMMITTEE

The Registration Committee deals with all aspects concerning registration, educational requirements, and the examination process, as authorized by the Bylaws (Section 11). The Committee operates under the established Terms of Reference approved by the Board. The Registrar provided staff support for the Committee during this period.

The Committee met three times this year and reviewed the RDT examination and registration processes in general, as well as reviewing the applications from individuals who presented with foreign credentials and some applications for registration as required under the Mutual Recognition Agreement. During this period, the Committee also:

- amended the practical exam marking policy
- established a time limit for exam candidates to complete their competency specific practical exam
- recommended a change to the method of assessing English language competency for RDT applicants by eliminating the requirement for a separate English language assessment score, and allowing candidates to demonstrate their English language proficiency through successful completion of the written theory exams
- recommended the use of ICES for foreign credential assessments
- established the method to monitor registrants' compliance with the requirement to complete the necessary professional practice hours under Bylaw Section 33 (1) (f) and revised the application forms for renewal of registration as needed
- revised the wording of the Statutory Declaration and developed a general information letter for Assistant applicants that highlights a registrant's obligations under the legislation.

John Eggeling, RDT

Chair, Registration Committee

BOARD AND COMMITTEE – Meeting Expenses

SCHEDULE OF BOARD AND COMMITTEE MEETING EXPENSES

YEAR ENDED MARCH 31	2007	2006
Board	\$ 13,096	\$ 11,987
Continuing Education Committee	200	418
Inquiry Committee	2,704	3,668
Finance Committee	1,620	-
Registration Committee	3,848	2,247
Other Committees & Directed Activities	<u>4,997</u>	<u>14,096</u>
	<u>\$ 26,465</u>	<u>\$ 32,416</u>

	<u>BOARD</u>	<u>COMMITTEE</u>	<u>TOTAL</u>	<u>TOTAL</u>
J. Eggeling	\$ 3,751	\$ 4,102	\$ 7,853	\$ 13,895
K. Izumi	310	206	516	2,127
H. Jahr	1,095	779	1,874	1,911
A. Lalani	541	470	1,011	-
B. Lalli	1,127	998	2,125	2,394
B. Leong	1,046	1,229	2,275	1,753
B. Lee	254	-	254	1,607
D. H. Park	891	703	1,594	1,240
A. Pritchard	254	-	254	794
G. Robertshaw	1,328	2,183	3,511	4,336
T. Roche	988	537	1,525	-
B. Van De Snepscheut	891	1,026	1,917	-
Meals/Miscellaneous Committee and Others	620	1,011	1,631	2,243
below \$500	<u>-</u>	<u>125</u>	<u>125</u>	<u>116</u>
	<u>\$ 13,096</u>	<u>\$ 13,369</u>	<u>\$ 26,465</u>	<u>\$ 32,416</u>

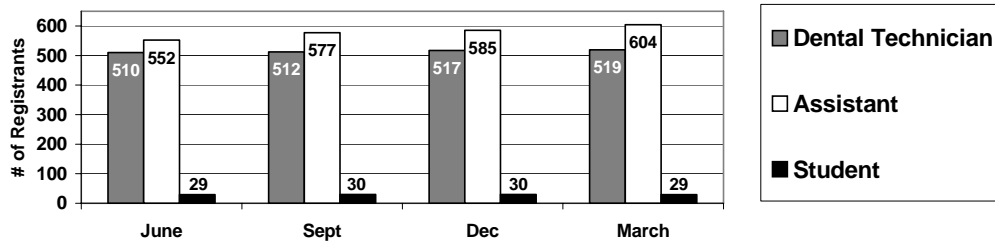
Amounts paid to Board and Committee members include the cost of travel to attend meetings.

ANNUAL ACTIVITIES

REGISTRATIONS

Requirements for registration in each class are set out in the Bylaws. The College loses and gains Assistant registrants throughout the year on an ongoing and generally unpredictable basis. Dental Technician registrations usually increase slightly after the practical exam period, and a certain number of registrants drop off the Register annually for a wide variety of reasons. The chart below provides a picture of the changes during this period.

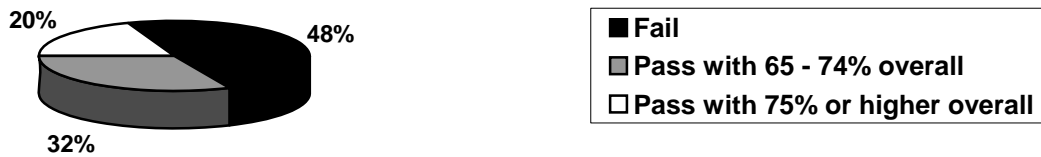
2006/2007 REGISTER



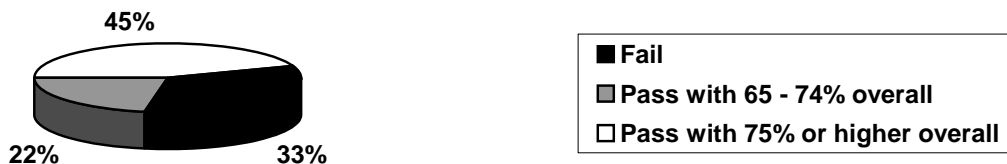
EXAMINATIONS

The College's authority regarding examinations is set out in Sections 19 (1) (j) and 20 of the Health Professions Act, and Section 11 (3) of the Bylaws. Theory and practical exams test for entry-level competency in the profession.

2006 THEORY EXAM RESULTS FOR 41 CANDIDATES



2006 PRACTICAL EXAM RESULTS FOR 18 CANDIDATES



INFORMATION SCHEDULES

SCHEDULE A – STATISTICAL DATA

College of Dental Technicians of British Columbia

April 1, 2006 – March 31, 2007

Description	Category	2006/07 Period	2005/06 Period	2006/07 Total	2005/06 Total
Number of registrants on March 31, 2007	Dental Technicians Assistants Students	519 604 29	519 587 29	1152	1135
Number of dental technician applications approved to sit exams	educated within BC educated in other provinces educated outside Canada	13 0 22	12 3 7	35	22
Number of dental technician applications approved under mutual recognition agreement on labour mobility	Alberta Ontario Quebec other provinces	4 0 0 0	2 0 0 2	4	4
Number of applicants denied approval to sit exams	due to incomplete documentation due to lack of required training due to lack of English language competency documentation	0 2 0	0 1 0	2	1
Number of standing approved applicants who elected to sit exams	theory practical	41 18	27 23	59	50
Number of requests for review of practical exam results	practical	1	3	1	3
Number of registrants removed from Register at the end of this fiscal period	Dental Technicians other registrants *	19 57	11 47	76	58
Number of new complaints investigated in this period (some complaints may be related to more than one area of alleged non-compliance)	alleged sexual misconduct alleged incompetence/negligence alleged unethical conduct alleged impairment breach of standards of practice non-compliance registration non-compliance other supervision/ratio issue non-compliance advertising	0 0 0 0 0 0 0 2 0	0 2 1 0 0 2 2 2 0	2	9
Disposition of complaints in this period (these complaints may have arisen in other previous fiscal periods)	no further action taken informal solution act under Section 36 issue a citation refer to crown counsel ongoing investigation	2 0 2 0 0 2	2 1 4 0 0 3	6	10
Number of Disciplinary Hearings		0	0	0	0
* Other registrants are typically assistants; there is always a large turnover in the assistant registrant class.					

INFORMATION SCHEDULES

SCHEDULE B – COLLEGE MEETING ACTIVITY

College of Dental Technicians of British Columbia

April 1, 2006 – March 31, 2007

Board/Committee	Function	# of Times Met 2006/07	# of Times Met 2005/06
Board	administers affairs of the College / review of committee work / consideration of committee recommendations	5	4
Continuing Education Committee	reviews continuing education guidelines / considers issues related to continuing education	1	1
Discipline Committee	prepares for hearing procedures / hears matters referred by Citation from the Inquiry Committee / disposition of hearing matters	0	0
Finance Committee	manages and monitors the College's system of financial administration and advises the Board on various financial matters	4	2
Inquiry Committee	reviews complaints received / investigation of complaints / disposition of complaints	3	3
Registration Committee	reviews questions pertaining to education / registration / and examination issues	3	4
Ad Hoc Meetings	considers various short term issues and make recommendations to the Board	4	8

Other Activities	Details	# of Times Met 2006/07	# of Times Met 2005/06
Marking of Practical Exam cases: Crown & Bridge Removable Cast Partial Dentures Complete Dentures Orthodontic Appliances	2 – 6 examiners in a particular areas meet with the Exam Coordinator to mark cases recently completed in the process of application for licensure	5	4
Exam Reviews	RDT registration applicants may request a review of their practical examination	1	3
Vancouver Community College Related Meeting	discuss matters pertaining to the current VCC dental technician program, curriculum, etc.	4	2
Jurisprudence Seminar to Exam Candidates	informal discussions regarding the current legislation / provide exam candidates with an opportunity to ask questions regarding legislation	2	1
General Meetings: Annual General Meeting Strategic Planning Session / Orientation	general meetings include but are not limited to the annual general meeting, and orientation sessions for board members	2	2
Various external meetings attended by the Registrar regarding the business of regulation or the specific business of the board / committees	include meetings with various ministry representatives, attendances at Health Regulatory Organization and Executive Directors and Registrars Organization / Canadian Alliance of Dental Technology Regulatory Authorities / Award Ceremonies / Oral Health Sector	38	29

FINANCIAL HIGHLIGHTS

The following statements are highlights of the College's financial position as at March 31, 2007 taken from the full audited financial statements, which are available from the College office upon request, and can also be viewed at the College's web site at www.cdt.bc.ca.

STATEMENT OF FINANCIAL POSITION

MARCH 31	2007	2006
ASSETS		
CURRENT ASSETS		
Cash and term deposits	\$ 739,021	\$ 651,433
Prepaid expenses	<u>8,824</u>	<u>14,884</u>
	747,845	666,317
TERM DEPOSIT - RESTRICTED	127,607	122,965
CAPITAL ASSETS (Note 4)	<u>51,697</u>	<u>61,547</u>
	<u>\$ 927,149</u>	<u>\$ 850,829</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 16,135	\$ 9,892
GST payable	20,026	23,099
Deferred revenue (Note 5)	366,580	362,371
Deferred rental benefit	<u>1,791</u>	<u>3,326</u>
	<u>404,532</u>	<u>398,688</u>
COMMITMENTS (Note 6)		
NET ASSETS		
INVESTED IN CAPITAL ASSETS	51,697	61,547
DISCIPLINE LEGAL RESERVE	127,607	122,965
UNRESTRICTED	<u>343,313</u>	<u>267,629</u>
	<u>522,617</u>	<u>452,141</u>
	<u>\$ 927,149</u>	<u>\$ 850,829</u>

FINANCIAL HIGHLIGHTS

STATEMENT OF REVENUE AND EXPENSES

YEAR ENDED MARCH 31	2007	2006
REVENUE		
License and registration fees	\$ 388,045	\$ 373,190
Examination fees	26,121	18,445
Interest	23,639	15,287
Fines and hearing fees	3,450	3,130
Other	2,386	4,953
Prior learning assessment	-	16,724
Knowledge Network project	-	7,493
	<u>443,641</u>	<u>439,222</u>
EXPENSES		
Salaries and benefits	182,621	211,499
Rent	62,072	60,595
Board and committee meetings (Schedule)	26,465	32,416
Examination	17,717	18,893
Amortization	13,594	12,961
Registrant communications	11,268	9,269
Office supplies	8,064	10,393
Legal and accounting	6,044	6,361
Telephone, fax and internet	5,578	5,859
Staff and member expenses	4,899	5,258
Insurance	4,774	4,767
Liaison activities	4,312	7,109
Office equipment lease	4,072	3,946
Consulting	3,601	12,271
Repairs and maintenance	3,521	2,642
Award and scholarship	2,823	2,803
Annual report and meeting	2,747	3,036
Public education	2,039	20,480
Staff and member education	2,021	3,506
Promotional activities	1,969	1,956
Resource materials	1,534	-
Bank charges	852	579
Benefits administration and WCB	529	841
Inspections	49	1,091
	<u>373,165</u>	<u>438,531</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	<u>\$ 70,476</u>	<u>\$ 691</u>

