

**Australian Dental
Council Ltd**

**ANNUAL REPORT
July 2014 - June 2015**



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Introduction

The Australian Dental Council (ADC) was formed in 1993 by the dental boards of the states and territories of Australia, the Australian Dental Association and the Committee of Deans of Dental Schools in Australia. Under the National Registration and Accreditation Scheme, the Dental Board of Australia appointed the ADC as the designated independent accreditation authority for the Australian dental professions.

In its role as independent accreditation authority, the ADC fulfils the following functions:

- Acts as the external accreditation authority responsible for accrediting education and training programs that lead to registration as a dentist, dental specialist, dental hygienist, dental therapist, oral health therapist or dental prosthetist
- Develops accreditation standards, policies and procedures for dental practitioner programs of study in Australia
- Develops standards, policies and procedures for the assessment of qualifications and skills of overseas trained dental practitioners seeking registration to practice in Australia
- Assesses the professional qualifications, knowledge and clinical skills of overseas trained dental practitioners to determine their eligibility to apply for registration to practise in Australia
- Assesses the professional qualifications of overseas trained dental specialist to determine if they hold specialist qualifications that are considered to be substantially equivalent, or based on similar competencies, to an approved Australian qualification.

Under the Corporations Act 2001 the ADC is an independent not-for-profit company limited by guarantee and is registered with the Australian Securities and Investment Commission and the Australian Charities and Not-for-profit Commission. It is funded by grants and fees from its accreditation and assessment services.

Vision

As the accreditation agency for the dental health sector in Australia, Australian Dental Council (ADC) aspires to be a leader in accreditation and assessment nationally and internationally.

Mission

The ADC plays a key role in fostering the provision of high quality healthcare and enhancing trust and confidence in dental practitioners. It does this through:

- setting quality standards for education that accommodate the changing delivery of health care
- fostering high quality dental education programs and ensuring capable graduates through its accreditation processes
- assessing the competency and capability of overseas-trained dental practitioners who seek to practise in Australia
- collaborating with other professional bodies and agencies in the interests of community health, and
- contributing expertise to other health professions.

Values

The ADC:

- follows ethical practices in all areas of its operations
- respects the interests of clients, governments and other stakeholders
- uses fair, thorough and robust accreditation and examination processes
- preserves its independence in decision making and manages conflicts of interest in all services and processes
- is a family-friendly employer that supports its people to achieve their professional goals, and
- supports workforce diversity, equal opportunity and environmental sustainability.



Professor Michael Morgan
President

President's Message

Seven months as President of the Australian Dental Council (ADC) seems to have passed with lightning speed. Yet in that time, much has happened within the organisation itself and in the external environment of Accreditation.

I will take this opportunity to acknowledge John Boucher and his strong leadership as President. During his two year term of office, the ADC was involved in key discussions concerning ADC's future which he handled in a professional and diplomatic manner.

The activities of the ADC during the past 12 months have been extensive. The core business of the ADC remains three-fold: examination of overseas trained dentists, development of Accreditation Standards and accreditation of dental programs in the higher education and vocational education sectors. On the examination side, ongoing improvements to the processes following introduction of revised examinations have been occurring. These include speeding up the time taken to complete the examination cycle for candidates, increasing the robustness of the examinations and reducing cost to the applicants. Having benchmarked its examinations internationally and nationally the ADC is confident that it delivers examinations that are cutting edge in the world.

The accreditation of educational programs component has benefitted from the finalisation of the new Accreditation Standards. These will be implemented during 2016 across dentist, dental therapist, dental hygienist, oral health therapist, prosthetist and specialist programs. A new template for reporting developed by the ADC will make activities for the education providers and the Site Evaluation Team (SET) members more efficient. Processes for the ongoing monitoring of programs have also been aligned with requisite information gathering which allow ease of completion by the providers and faster analysis by the ADC.

The reviews of existing Graduate Attributes and Competencies for all divisions of the profession is due to be completed in December 2015 and is certainly testing the skills of the office in bringing professional representatives together in time to meet a very tight schedule. The ADC is extremely grateful to the many members of the profession who have contributed to the working parties and reference groups to examine and re-think these documents for a contemporary environment. They will be circulated for public comment during late 2015.



I would like to acknowledge Neil Hewson for stewardship of the Professional Attributes and Competencies for the Newly Qualified Dental Hygienist, Dental Therapist and Oral Health Therapist.

The ADC relies very heavily on the profession for support and involvement in its many activities. Stakeholder engagement has never been more important – whether it be involvement in the SETs, committees, working and reference groups, developing and testing of examination questions or providing academic insights. The ADC continues to strive for excellent relationships with the community and all branches of the profession. It reflects well on the profession that support for the ADC is so widespread and ongoing.

Changes to the national environment in which the ADC operates is ongoing and, it seems, inevitable. An external event that will no doubt impact on the examination functions of the ADC at some time has been the decision to remove dentists from the Skilled Occupation List for independent migration. This is likely to alter the number of applicants seeking to take the examinations in Australia.

In 2014 the review of the National Registration and Accreditation Scheme (NRAS) was undertaken and in 2015, the Council of Australian Governments recommendations arising from the review, released. It is fair to say that the recommendations made appear to concentrate on accreditation to a greater

extent than expected. A further review of accreditation across the health professions under NRAS, will now take place. The ADC, along with the other accrediting agencies see this as an opportunity to demonstrate their value and expertise ensuring that the community benefits both from graduates of Australian educational programs and overseas trained practitioners who are fit to practice in the Australian context.

Finally, I thank the entire ADC Board for their support, their enthusiasm in maintaining effective governance and above all, their professionalism. I would particularly like to thank Neil Hewson for his support as Vice President during the past seven months. I also thank Lyn LeBlanc and her exceptionally hard working team in the offices of the ADC for driving the reputation of the ADC still higher. The result of their combined efforts is that the ADC remains the accreditation provider of choice for dentistry, is recognised as a leader and for excellence in accreditation and assessment, and is a major contributor of expertise to other health professions.

Michael Morgan
President



Ms Lyn LeBlanc
Chief Executive Officer

Chief Executive Officer's Report

The Australian Dental Council (ADC) has had a busy and productive year. One of the significant achievements was to have the revised *Accreditation Standards for Dental Practitioner Programs* signed off by the Dental Board of Australia at the end of 2014. The ADC has undertaken workshops with program providers to highlight the changes and prepare them for the implementation of the Standards in 2016. The ADC was pleased to be able to invite three of the other accreditation authorities under the National Registration and Accreditation Scheme (the Scheme) into the development process and these professions have been able to use the ADC Accreditation Standards as a basis for reviewing their own profession's Standards.

National Registration and Accreditation Scheme Review

The National Registration and Accreditation Scheme (the Scheme) has been in place for almost four years. In April 2014 the Australian Health Workforce Ministerial Council appointed Mr Kim Snowball, Director of Healthfix Consulting, to undertake an independent review of the Scheme as required under the Intergovernmental Agreement signed by the Council of Australian Governments in March, 2008. The review was to determine the future

of the registration and accreditation arms of regulation and take into account the findings from the various reviews of the Scheme in states and territories. The review was to identify the Scheme's achievements and recommend improvements.

The review undertook broad-ranging consultations guided by a Consultation Paper released in August 2014. The ADC participated in the consultations and submitted material relative to its functions and funding. Accreditation authorities have been considered as a whole and no one accreditation authority singled out.

A Final Report dated December 2014 was released mid-year. In relation to the accreditation aspects of the Scheme, Health Ministers were concerned about the significant issues relating to the high cost, lack of scrutiny, duplication and prescriptive approach to accreditation functions highlighted in the Final Report. Health Ministers believe that substantive reform of accreditation functions is required to address the issues raised and have commissioned further advice through a comprehensive review of accreditation functions. The terms of reference for this review will include comparative analysis of the Australian and United Kingdom systems

as well as further consideration of the 2005 Productivity Commission Australia's Health Workforce report findings to specifically address the concerns related to cost, governance and duplication highlighted during the Scheme's Review. This review is to be undertaken within 12 months and advice provided to Health Ministers by December 2016.

Professional Competencies for Dental Practitioners

At the Dental Board of Australia's request, the ADC is in the process of undertaking a review of the dentist, dental hygienist, dental therapist and oral health therapist entry to practice professional competencies, in collaboration and consultation with the dental professions.

The work commenced in January 2015 and is scheduled to be completed by the end of the year. The ADC uses the professional competencies as a reference point in carrying out its key functions of:

- accreditation of education and training programs for dental practitioners;
- the development of Program Accreditation Standards; and
- the assessment of international dental graduates seeking to practise in Australia.

Professional competencies are imbedded in the recently developed *Accreditation Standards for Dental Practitioner Programs* to be implemented in January 2016. Education providers will be required to demonstrate that graduates from accredited programs of study achieve the competencies prior to graduation.

Written Examination Question Development

Since the beginning of 2015 the ADC has undertaken a concerted effort to increase the bank of written examination questions it holds. Examination questions have moved from multi-choice questions that test knowledge, to scenario based questions that test both knowledge and judgement. Numerous workshops have been held in Melbourne, Perth, Adelaide, Sydney and Brisbane with practitioners and educational experts to develop questions. Each newly developed question was then trialled with a minimum of

40 people comprising final year students and registered practitioners.

Approximately 1,546 overseas qualified dental practitioners sat the written examination in the past 12 month period.

Practical Examinations

The ADC is continuing to monitor the practical examination for overseas trained dental practitioners. In 2014 the examination was modified to improve the process, increase the rigor of marking that removed any possibility of bias, and increase the robustness of the tasks. A committee has been established to continuously review and monitor the examination and the performance of candidates. All materials have been rewritten and the quality of the simulation task materials improved.

The ADC has undertaken extensive benchmarking of its practical examination process both in Australia and internationally and is able to demonstrate that it is fair, robust and thorough in its assessment of the practical skills a dental practitioner must be able to demonstrate.

Approximately 543 overseas qualified practitioners undertook the practical examination in the past 12 month period.

General

I would like to thank the ADC Board for its support to me and to the staff as they undertake their work in an ever changing environment. In particular I would like to thank the President for his wise counsel and encouragement.

Finally I would like to thank each and every staff member for their dedication to high performance in their duties and the excellence in which they approach their respective roles.



Lyn LeBlanc
Chief Executive Officer



Strategic Priorities 2015 - 2018

1. Governance

The Australian Dental Council (ADC) is effective in its governance by:

1. Maintaining awareness of the ADC's operating context and informing and anticipating national and international developments
2. Demonstrating excellent governance through the capabilities of its Board and governance arrangements
3. Identifying and mitigating risks to the effectiveness and sustainability of the ADC

2. Organisational Capability

The ADC maximises its organisational capability by:

1. Practising effective resource management
2. Having ethical, efficient and financially sustainable business processes
3. Encouraging innovation and exploring new business opportunities
4. Developing the capabilities of those who contribute to the ADC in its functions
5. Developing staff capabilities in an enabling and supportive environment
6. Strengthening ADC's knowledge base
7. Being a good corporate citizen

3. Accreditation and Assessment

The ADC achieves excellent accreditation and assessment practices by:

1. Maintaining accreditation and assessment standards that are based on available research and are consistent with national and international benchmarks
2. Ensuring standards are developed and reviewed through broad consultation with stakeholders
3. Ensuring accreditation and assessment processes are independent, evidence-based, rigorous and grounded in contemporary best practice
4. Maintaining informed, unbiased, fair and transparent decision-making in accreditation and assessment decisions
5. Ensuring that accreditation of programs fosters quality improvement in dental education
6. Providing expertise in accreditation and assessment to other health disciplines

4. Stakeholder Engagement

The ADC engages with its stakeholders by:

1. Providing opportunities for stakeholder consultation
2. Ensuring that stakeholders inform the work of the ADC
3. Monitoring and responding to needs and expectations of recipients of ADC services
4. Collaborating with relevant national and international agencies

ADC Board

ADC Board directors as at 30 June 2015



From left to right: Professor Michael Morgan, Associate Professor Neil Hewson, Associate Professor Catherine Snelling, Dr John Boucher, Professor Lindsay Richards, Mr Anthony Evans, Ms Janice Connolly, Dr Stanley (Tim) Wigmore, Professor Christopher Peck
Absent: Dr David Sykes

ADC Board Directors

DIRECTOR	QUALIFICATIONS	DATE OF APPOINTMENT AND CESSATION
Dr John Boucher	BDS (Melb), LDS, FICD, FRACDS	21 November 2008 - present
Ms Janice Connolly	B Ec (Adel), B Soc Admin (Flinders), FIPAA, MAICD	4 December 2012 - present
Mr Anthony Evans	BBus (Curtin), DipEd (WA), FCPA, FCIS, FAICD	21 November 2013 - present
Associate Professor Neil Hewson	BSc (Hons) (Monash), BDS (Melb), LDS (Vic), FPFA, FADI, FICD	4 December 2012 - present
Professor Michael Morgan (President)	BDS (Otago) MDS, Grad Dip Epidemiol, PhD (Melb), FICD	26 November 2010 - present
Professor Christopher Peck	GradDipSciMed (Pain), PhD (Brit Col), MSc (Dent), BDS (Syd)	27 February 2014 - present
Professor Lindsay Richards	BDS BScDent (Hons), PhD (Adelaide), MRACDS (Prosth), FADI, FICD	7 December 2012 - present
Ms Catherine Snelling	DipDentalTherapy, BTeaching, Cert IV Workplace Training and Assessment, GradCertHigherEd.	12 December 2012 - present
Dr David Sykes	BDS (Lond), MDS (Syd), LDSRCS, MRACDS (Pros), FICD, FPFA, FADI	21 November 2013 - present
Dr Stanley (Tim) Wigmore	BDS (Birmingham) MDS (Syd), MRACDS (Ortho), FICD	29 November 2002 - present

Members and ADC Forum

Members as at 30 June 2015



Back row (from left to right):

Dr Denise Bailey (ADC staff), Associate Professor Neil Hewson, Dr Bruce Simmons, Mr Tony Evans, Dr Tom Tseng, Dr Michael McGuinness, Mr Michael Carpenter (ADC Staff)

Second row from back (from left to right)

Associate Professor Julie Satur, Professor Richard Logan, Dr David Sykes, Dr Patrick Russo, Professor Lindsay Richards, Professor Christopher Peck, Dr Nadia Dobormilsky, Dr Ralph Neller AM

Second row from front (from left to right)

Ms Nicole Varrasso (ADC staff), Dr Melanie Hayes, Dr Michael Bain, Professor Ward Massey, Dr Keith Watkins, Ms Jenny Miller, Dr Deborah Cockrell, Dr Stanley (Tim) Wigmore

Front row (from left to right)

Associate Professor Catherine Snelling, Dr John Boucher, Ms Janice Connolly, Professor Michael Morgan, Ms Lyn LeBlanc (ADC CEO)



The Australian Dental Council (ADC) Forum was formed in 2013 with the aim to bring together parties from the Australian dental profession interested in the role and functions of the ADC. It presents an opportunity for the ADC to inform its members and invited participants of its activities and invite participants to comment and make suggestions.

The ADC sees participation in the Forum as a collegial consultation exchange of information on the broader topics of the profession and to assist ADC in providing a greater service to the public and Australian dental profession. On 28 November 2014 the second ADC Forum was held with all members and representatives from the Royal College of Pathologists of Australasia and the College of Oral Health Academics in attendance. ADC reported on its major activities for the year and participants were welcome to make comment and suggestions on ADC activities. The Forum was seen by all as a success.

The ADC Forum is held annually and follows ADC's Annual General Meeting.

Members of the Australian Dental Council

Individual Members

Dr John Boucher
 Dr Deborah Cockrell
 Ms Janice Connolly
 Dr Susan Gaffney
 Associate Professor Neil Hewson
 Dr Michael McGuinness
 Professor Michael Morgan (Chair)
 Dr Ralph Neller
 Professor Lindsay Richards
 Dr Bruce Simpson
 Ms Catherine Snelling
 Dr Tom Tseng
 Dr Keith Watkins
 Dr Stanley (Tim) Wigmore

Organisational Members

Australasian Council Of Dental Schools
 Australian Dental and Oral Health Therapists Association
 Australian Dental Association
 Australian Dental Prosthetists Association
 Dental Council of New Zealand
 Dental Hygienists Association of Australia
 Royal Australasian College of Dental Surgeons
 Dental Council (New Zealand)
 Dental Hygienists Association of Australia
 Royal Australasian College of Dental Surgeons

Committees of Council



Professor Lindsay Richards
 Chair, Assessment Committee

Assessment Committee

In 2014-2015 the Australian Dental Council (ADC) successfully consolidated and refined the new format written and practical examinations introduced in March 2014 and June 2014 respectively. The Practical Examination Handbooks for dentists, dental hygienists, dental therapists and oral health therapists have been extensively revised, incorporating a comprehensive review of the marking rubrics.

The completion of the November 2014 and February 2015 Practical Examinations provided sufficient data for a review of the marking rubrics used to assess practical examination tasks. In May 2015 the Implementation Committee, which was established to oversee the introduction of the new Practical Examination, convened a marking rubric review meeting inviting a group of academic colleagues, experienced in assessing restorative dental tasks for dental students, to participate. The goal of the workshop was to refine the existing marking rubrics to ensure that they were easily understood by candidates, were uniformly applied by markers and that they were consistent with teaching in Australian dental schools. The new rubrics were published and successfully used in the June 2015 Practical Examination.

In November/December 2014 the first ADC practical examinations for dental hygienists, dental therapists and oral health therapists were successfully held in Melbourne. Places are made available for dental hygienists, dental therapists and oral health therapists at one venue for all practical examination sessions.

In 2014 the ADC decided to move away from knowledge based single best answer questions to knowledge and judgement based scenario questions (items). The ADC launched a project to develop and expand the clinical scenario questions held in the ADC written examination item bank. Item writing workshops and trial testing sessions of new items (with a minimum of 40 people and using final year students and registrants), have been held across Australia throughout the year, generating a suite of new examination questions.

The ADC has implemented new measures to help ensure a timely progression of candidates through the ADC pathway of initial assessment, written and practical examinations.

Practical examinations are generally delivered twice a year at four venues. An additional venue has been identified and additional equipment purchased enabling five venues to be used for sessions in 2016, creating an additional 120 practical examination places a year.

Initial Assessments

In 2014-2105 the ADC received 1160 applications for initial assessment of professional qualifications. India was the country of qualification for the largest cohort of applicants (see Figure 1).

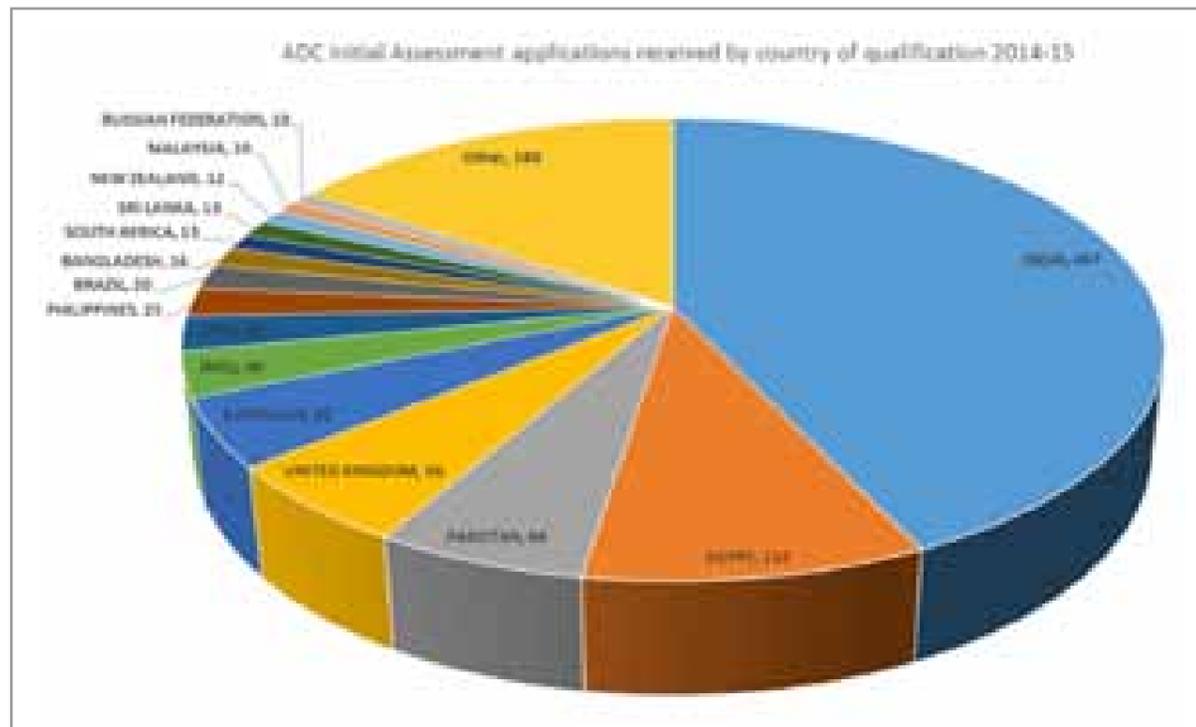


Figure 1. Applications received by country of qualification

Written Examinations

The number of dentists applying for the written examination increased in 2104-15 (see Figure 2).

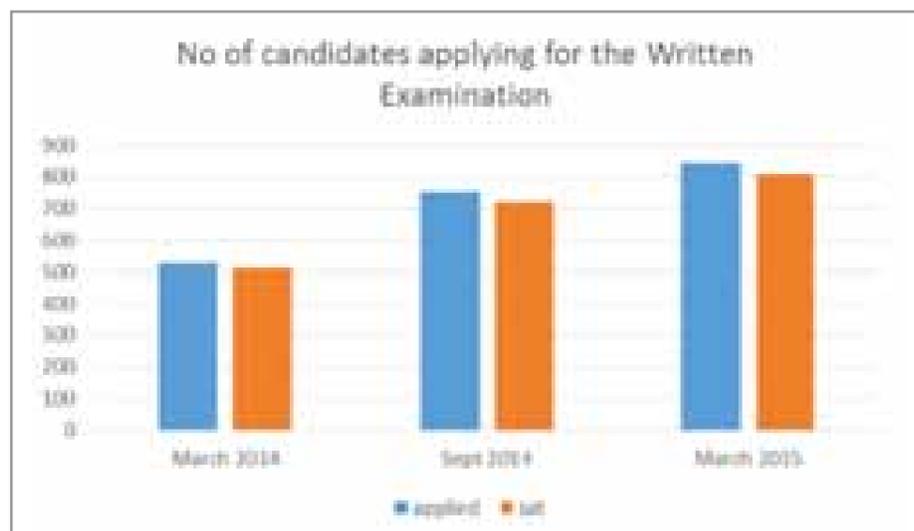


Figure 2. Written examination candidates 2014-2015

The examinations were held in over 25 venues across Australia and overseas. Approximately two-thirds of candidates sat the examination in Australian venues, with Melbourne and Sydney being the most popular venues. The remaining one-third of candidates sat the examination overseas, with New Delhi, Dubai and Auckland being the most popular venues

The March 2015 Written Examination pass rate for dentists was 31.4%, and 35.1% for September 2014.

The dental hygiene/dental therapy written examinations were held in Melbourne only. Thirteen dental hygiene candidates and one dental hygiene/dental therapy candidate sat the September 2014 Written Examination, with a pass rate of 50%. Five dental hygiene candidates sat the March 2015 Written Examination, with a pass rate of 40%.

Practical Examinations

Dentists

The second new format practical examination was held 28-30 November 2014, with a total of 196 candidates registered to sit across four venues - 56 at Royal Dental Hospital of Melbourne, 52 at Griffith University (Gold Coast), 52 at Westmead Centre for Oral Health (Sydney) and 36 at the Oral Health Centre of Western Australia (Perth). 188 candidates completed the examination and 67 candidates passed the examination (a 35% pass rate).

Due to the large numbers of candidates in the pipeline, with 158 who failed the June 2014 Practical Examination, and more than 700 sitting the September 2015 Written

Examination, an additional examination was held in February 2015. This examination was held on 6-8 February 2015 at the Westmead Centre for Oral Health (49 candidates), Royal Dental Hospital of Melbourne (55 candidates) and the Oral Health Centre of Western Australia (33 candidates) with a total of 137 candidates. Overall, 30 candidates passed the examination, a pass rate of 22%.

The June 2015 Practical Examination was held from 26-28 June 2015 at 4 venues: Sydney, James Cook University (Cairns), Perth and Gold Coast. There were 198 candidates for the examination. Overall, 39 candidates passed the examination (a 20% pass rate).

Dental hygienists/dental therapists

Dental hygiene/dental therapy examinations were held alongside the dentist practical examination in both November 2014 (in Melbourne) and June 2015 (in Cairns).

The first practical examinations for dental hygiene/dental therapy candidates were held in November/December 2014. All five dental hygiene candidates passed the practical examination whilst the combined dental hygiene/dental therapy candidate failed the examination.

In June 2015, three candidates took the dental hygiene practical examination; there was a 100% pass rate. One candidate took the dental therapy practical examination and passed the examination. One candidate took the combined dental hygiene/dental therapy practical examination and failed the combined examination.

Marking

At the completion of practical examinations all candidate models used for restorative tasks (both dentists and dental therapist) are packed and securely shipped to the ADC office in Melbourne. Candidates work on separate models for Saturday and Sunday, so all tasks are assessed in the models that the candidates used. Models are labelled with the candidate examination number only, therefore assessors are unaware of the identity of the candidates during task assessment.

Marking takes place over three days and each task is independently assessed by at least two calibrated markers before a grade is allocated.



After all tasks have been assessed, the final result is calculated for each candidate. In order to pass, candidates are required to attain either nine or more satisfactory grades with no more than one unsatisfactory grade, or eight or more satisfactory grades with no unsatisfactory grades. In addition, candidates are required to pass the Transitional Written Examination (if applicable).

Examiner Workshop

The second annual ADC Examiner Workshop was held on 19 February 2015 with 35 attendees. The Workshop aimed to provide examiners with an overview of the examination process, an update on the performance of the examinations, a summary of the changes to the Practical Examination Handbook and an introduction to the Item Writing Project. The afternoon was spent in small groups, reviewing the Communication and Infection Control tasks and rubrics with suggestions and discussion around improvement of these tasks. The Workshop closed with a general question and answer session.

Dental Prosthetists

The Dental Prosthetist Working Party met in October 2014. The purpose of the Prosthetist Working Party is to develop an assessment and examination pathway for overseas trained dental prosthetists. Since the establishment of the national registration scheme, there has been no clearly articulated pathway for overseas trained dental prosthetists to be assessed and register in Australia. There was general consensus that the examination process currently being used for overseas trained dentists, dental hygienists and dental therapists is appropriate for the assessment of overseas trained dental prosthetists. The proposed examination process is currently being refined.

Committee Members

Dr David Purton stood down as a member of the Assessment Committee last year. The ADC thanks him for his contribution and commitment to the Committee. The ADC is saddened to report the passing of community representative Ms Eugenia Koussidis last year. The ADC welcomed as new members of the Committee Dr Mark Rowe and Dr John Boucher.

Members as at 30 June 2015:

- Professor Lindsay Richards - Chair, Academic and Dental Specialist
- Dr John Boucher - Dental Specialist
- Professor Alastair Goss - Academic and Dental Specialist
- Dr John Highfield - Dental Specialist
- Dr Anu Polster - Academic and Dental Practitioner
- Dr Mark Rowe - Community Representative
- Ms Judith Smith - Community Representative
- Ms Cathy Snelling - Academic and Dental Therapist
- Dr Tom Tseng - Dental Practitioner
- Dr Felicia Valianatos - Dental Practitioner and Consumer Representative (OS trained)





Professor Michael Morgan
Chair, Accreditation Committee



Australian Dental Council and Dental Council (New Zealand) Accreditation Committee

The Australian Dental Council (ADC) and the Dental Council New Zealand (DC(NZ)) utilise the same accreditation process and have established a joint ADC/DC(NZ) Accreditation Committee for this purpose, while retaining jurisdictional authority for the accreditation of programs in their respective countries.

Accreditation of dental education programs

Accreditation is the status granted by the ADC and the DC(NZ) to dental practitioner programs that meet the stated minimum standard as set out in the ADC/DC(NZ) accreditation standards. Accreditation of a program signifies that the program provides graduating students with the knowledge, skills and professional attributes and competencies necessary to be registered to practise in Australia or New Zealand.

Accreditation Committee

The Accreditation Committee is made up of individuals with backgrounds in dental academia, the dental profession, community, the public sector and a student representative.

It is a standing Committee of the ADC and the DC(NZ) that makes recommendations to the ADC Board and the DC(NZ) Council on matters within the scope of its Terms of Reference, which inter alia include:

- i. Develop, review and consult, where appropriate, on Accreditation Standards for Australian and New Zealand dental practitioner programs
- ii. Assess dental practitioner programs against the Accreditation Standards and Criteria respectively and make a recommendation regarding outcome to the ADC and DC(NZ);

Accreditation Committee Members

Ms Caroline Petroff, retired from the Committee in December 2014 following the completion of her year as the student representative. We thank her for her excellent contribution during her time as a member. We also welcomed Ms Audrey Irish as a new student representative member.

Members as at 30 June 2015:

- Dr Michael Bain – Dental Council (New Zealand) – Dental Practitioner
- Associate Professor Werner Bischof – Academic and Dental Specialist
- Ms Janice Connolly – Community Representative
- Dr Lyndie Foster Page – Dental Council (New Zealand) – Academic and Dental Specialist
- Professor Mark Gussy – Academic and Oral Health Therapist
- Dr Chris Handbury – Dental Practitioner – Public Sector
- Ms Audrey Irish – Consumer Representative (student)
- Professor Robert Love – Dental Council (New Zealand) – Academic and Dental Specialist
- Professor Michael Morgan – Chair and Academic
- Ms Neroli Stayt – Community Representative
- Associate Professor Jane Taylor AOM – Academic and Dental Specialist

Site Evaluation Teams and Site Visits

The Accreditation Committee is assisted in its review of programs by Site Evaluation Teams (SETs), whose members are approved to the register of assessors by the Committee and appointed by the respective Councils. The SETs undertake the following:

- review documentation submitted by the program provider on the curriculum, facilities and resources that support the program, including a self-assessment against the Standards.
- conduct an on-site visit, meeting with relevant personnel, including students, and visit education provider facilities and associated teaching hospitals/clinics.
- prepare detailed reports on the above.

There are normally three to five members of each SET, covering the following skills sets:

- an experienced clinician in a relevant discipline
- a senior academic with strong understanding of modern educational principles and practice
- experience in accreditation processes
- experience in assessment and education.

A new 'Procedure for the review of specialist dental practitioner programs' was approved during the course of the year which required the SET reviewing specialist dental programs to include a specialist (nominated by the relevant specialist academy or society) for each specialist program being reviewed. In the case of the review of program providers offering multiple specialist programs this meant that SETs were larger than the normal 3-5 members in size.

Accreditation Site Visits Conducted

1 July 2014 – 30 June 2015

Education Provider	Program(s)	Visit Date	Reason for Visit	ADC Decision
University of Adelaide	Bachelor of Oral Health	30-31 July 2014	Re-accreditation	31 October 2014
Charles Sturt University	Bachelor of Dental Science	16-17 September 2014	Re-accreditation	31 October 2014
Charles Sturt University	Bachelor of Oral Health (Therapy/Hygiene)	8 October 2014	Program monitoring	31 October 2014
University of Newcastle	Bachelor of Oral Health / Graduate Diploma in Dental Therapy	28 October 2014	Program monitoring	11 December 2014
Central Queensland University	Bachelor of Oral Health	18-19 March 2015	Re-accreditation	15 May 2015
University of Sydney	Doctor of Clinical Dentistry in Oral Medicine Doctor of Clinical Dentistry in Orthodontics Doctor of Clinical Dentistry in Paediatric Dentistry Doctor of Clinical Dentistry in Periodontics Doctor of Clinical Dentistry in Prosthodontics Doctor of Clinical Dentistry in Special Care Dentistry	22-23 April 2015	Re-accreditation	Decision pending 30 June 2015
University of Melbourne	Doctor of Clinical Dentistry in Endodontics Doctor of Clinical Dentistry in Oral Medicine Doctor of Clinical Dentistry in Orthodontics Doctor of Clinical Dentistry in Paediatric Dentistry Doctor of Clinical Dentistry in Periodontics Doctor of Clinical Dentistry in Prosthodontics Doctor of Clinical Dentistry in Special Needs Dentistry	5-6 May 2015	Re-accreditation	Decision pending 30 June 2015
Griffith University	Bachelor of Oral Health in Dental Science/Graduate Diploma of Dentistry Doctor of Clinical Dentistry in Periodontology	27-28 May 2015	Re-accreditation	Decision pending 30 June 2015
James Cook University	Bachelor of Dental Surgery	3-4 June 2015	Re-accreditation	Decision pending 30 June 2015

Accreditation Desktop Reviews Conducted

1 July 2014 – 30 June 2015

Education Provider	Program(s)	Reason for Visit	ADC Decision
University of Newcastle	Bachelor of Oral Health Therapy	Initial accreditation	31 October 2014
University of Queensland	Bachelor of Dental Science (Honours)	Initial accreditation	11 December 2014
TAFE Queensland Brisbane	Bachelor of Dental Prosthetics	Initial accreditation	15 May 2015

Achievements

Over the course of the year we have completed a number of major projects that will further strengthen our accreditation processes. These include:

- Development, and subsequent approval by the Dental Board of Australia, of new 'Accreditation Standards for Dental Practitioner Programs'. This one set of Accreditation Standards will apply to all programs accredited by the ADC from 1 January 2016 and will focus more strongly on programs outcomes, with supporting processes that provide greater flexibility to program providers in how they structure their programs

- Development of a new format for Annual Reporting by accredited program providers. The new Annual Report Template collects data, easily available to program providers, that provides ADC with an indication on how that program tracks against various of the accreditation standards, providing an early indication of where a program may be at risk of no longer meeting those standards
- Development of 'Professional Attributes and Competencies of the Newly Qualified Dental Prosthetist'
- The training of 40 new SET assessors nominated by their specialist academy to the ADC Register of Assessors. Many of these individuals have participated in accreditation visits during the year.



Dr Stanley (Tim) Wigmore
Chair, Finance Audit and Risk Monitoring Committee

Finance Audit and Risk Monitoring Committee

The Finance Audit and Risk Monitoring (FARM) Committee monitors the Australian Dental Council's (ADC) financial performance and compliance obligations. There are three people on the FARM Committee, two of whom are current directors and one independent person who is external to the ADC.

The FARM Committee monitors the following:

- Policies for investment and finance;
- Risk Management Plan;
- Annual Budget;
- Financial reporting; and
- Management of assets.

During the 2014-2015 financial year, the FARM Committee undertook the following:

- Managed term deposit investments to maximise interest income and invested excess cash into new term deposit investments;
- Prepared and reviewed monthly financial reports;
- Reviewed the Risk Management Plan;
- Revised the 2014-2015 budget;
- Revised and updated the format of the financial reports to include ratios and a forecast column;
- Met with Warr Hunt Financial and Wealth Managers to obtain investment advice;
- Monitored payments from program providers for annual accreditation fees;
- Developed and revised the 2015-2016 budget;

- Reviewed asset values to ensure they were recorded at fair values in the financial reports; and
- Prepared the 2014-2015 annual audited financial reports.

The surplus for the 2014-2015 financial year has occurred because of additional income from an extra examination held in February 2015 and due to a decrease in costs for the new examination process. The surplus has been invested back into capital projects such as upgrading databases and examination question writing. The candidate fee charged for the practical examination will be reduced from \$6,615 to \$4,500 reflecting the reduced examination costs.

At the conclusion of the 2014-2015 audit, the FARM Committee met with the Auditors, Jeffrey Thomas and Partners to ask questions about their findings. The Auditor's feedback was positive about the format and quality of the information provided by staff to the ADC Board.

Committee Members

Members as at 30 June 2015:

- Dr Timothy Cutler - external to the ADC
- Associate Professor Neil Hewson - ADC director
- Dr Stanley (Tim) Wigmore - Chair and ADC director

Other Australian Dental Council Activities

The Australian Dental Council (ADC) has been busy over the 2014-2015 financial year contributing to, and participating in, various accreditation-related activities including:

Australian Dental Association

Representatives of the ADC attended the Australian Dental Association's (ADA) 36th Australian Dental Congress where it took the opportunity to meet with a range of stakeholders.

Throughout the year ADC regularly meets with ADA's Federal Executive to discuss issues of common interest.

Australasian Council of Dental Schools

ADC representatives regularly attended meetings of the Australasian Council of Dental Schools to discuss a range of matters and to enable a shared understanding of the ADC accreditation process and to receive input into the accreditation processes.

Universities Australia

Representatives of the ADC attended the Professions Australia forum with Universities Australia to discuss accreditation processes and how the administrative burden of accreditation could be reduced.

National Roundtable on Interprofessional Learning

An ADC representative attended a National Roundtable on Interprofessional Learning and attended a subsequent interprofessional education workshop. This topic is expected to be an area of focus for many accreditation councils in the coming years.

Australian Medical Council

An ADC representative regularly attended the Australian Medical Council's (AMC) Specialist Education Accreditation Committee as an observer and also the AMC workshop for AMC Chairs in order to share good practice across accrediting councils.

World Health Professions Alliance (WHPA)

An ADC representative attended the WHPA conference in May 2015. WHPA represents the world's nurses, pharmacists, physicians, dental organisations and physical therapists. It facilitates collaboration amongst the professions and works with major stakeholders such as governments and international organisations.

Databases

The new Accreditation Resource Management System (ARMS) went live in September 2014 and has greatly assisted in improving the efficiency of the accreditation process by automating many of its administrative aspects. For the first time ARMS provides ADC accreditation staff with a resource to manage all provider, program, assessor and accreditation decision information in one place which will assist with the retention of corporate knowledge in this area.

Memberships

The ADC is involved with the following:

Health Professions Accreditation Councils' Forum

The Health Professions Accreditation Councils' Forum ('the Forum') is a coalition of the accreditation Councils of the regulated professions and has held meetings regularly since 2007 to consider matters of common interest, especially around accreditation and training programs in the health professions.

Each of the Councils is appointed under the Health Practitioner Regulation National Law Act 2009 (The National Law) as the accreditation authority for the relevant profession-specific National Board and is part of the National Registration and Accreditation Scheme (NRAS).

The Forum responds collectively to consultation processes and papers on matters common to the relevant professions. The ADC meets regularly with the Forum and contributes to the work of the Forum.



Accreditation Liaison Group

The Accreditation Liaison Group (ALG) is the joint body of the National Boards, the Health Professions Accreditation Councils' Forum and Australian Health Practitioner Regulation Agency (AHPRA) and comprises representatives of these three groups. The ALG provides the opportunity for these groups to work cooperatively on matters related to the accreditation functions under the National Law.

The ADC Chief Executive Officer is a representative of the Health Professions Accreditation Councils' Forum on the ALG.

Professions Reference Group

The Professions Reference Group is made up of representatives of the professional associations for the professions included in the NRAS, including the dental profession, with participation from AHPRA's CEO and senior staff. Quarterly meetings provide an opportunity for AHPRA to brief the professions about its work and for the professions to ask questions about issues relevant to registration. The group also provides expert advice to AHPRA in developing a range of information for practitioners.

The ADC Chief Executive Officer represents the Health Professions Accreditation Councils' Forum on the Professions Reference Group.

Aboriginal and Torres Strait Islander Health Curriculum Framework Project Advisory Group

The Aboriginal and Torres Strait Islander Health Curriculum Framework (the Framework) Project Advisory Group is an initiative of Health Workforce Australia.

The Framework project aims to develop and support the implementation of a culturally inclusive, interdisciplinary Aboriginal and Torres Strait Islander health curriculum framework to be integrated into entry level health profession training. It will include an understanding of the role and function of the Aboriginal and Torres Strait Islander health worker/practitioner.

The ADC Chief Executive Officer represents the Health Professions Accreditation Councils' Forum on the Framework Project Advisory Group.

International Society of Dental Regulators

The International Society of Dental Regulators (ISDR) operates exclusively to support dental regulatory authorities worldwide in the achievement of their mandate of protecting, promoting, and maintaining the health and safety of the public by ensuring high standards for the dental professions.

The ADC became a founding member in May 2014 and in September 2014 a representative attended the second International Conference for Dental Regulators in London, United Kingdom.

Professions Australia

The Professions Australia is a national organisation of professional associations that place a high priority on pursuing initiatives to enhance professional standards and increase the contribution the professions make to the broader community, including:

- maintaining and developing the ethical standards of professionals
- working in partnership with the higher education sector to ensure excellence in professional education
- encouraging continual professional development and the updating of professional knowledge
- contributing to the recognition by governments and the community of the need to maintain as a 'public good' the highest levels of professional practice
- supporting volunteering and community service by individual professionals.

The ADC is an associate member of Professions Australia.

MEMORANDUMS OF UNDERSTANDINGS

Dental Board of Australia

The ADC has entered into a Memorandum of Understanding (MOU) with the Dental Board of Australia (DBA), the regulatory body for the Australian dental professions. The MOU is a guide for the working relationship between the ADC and the DBA to develop and maintain a collaborative and effective partnership to achieve common accreditation goals under the authority of the Health Practitioner Regulation National Law Act 2009. As a demonstration of this partnership ADC regularly attended the DBA Accreditation Committee.

Commission on Dental Accreditation of Canada

The Commission on Dental Accreditation of Canada (CDAC) is the body responsible for accrediting dental, dental specialty, dental residency, dental hygiene and dental assisting education programs in Canada.

As part of the Memorandum of Understanding with the CDAC in June 2015 ADC welcomed Professor Claude Lamarche (Chair) and Ms Susan Matheson (Director) as observers to the accreditation site visit to James Cook University. An ADC representative will observe a CDAC accreditation visit to Dalhousie University in 2016 as part of this arrangement.

Dental Council New Zealand

The Dental Council New Zealand (DC(NZ)) is the regulatory authority and accrediting body for New Zealand and ensures dental practitioners meet and maintain the New Zealand standards in order to protect the health and safety of the New Zealand public.

The ADC recently updated its MOU with the DC(NZ) that supports the collaborative relationship held between the two parties on areas of mutual interest in accreditation. The MOU assists to facilitate the harmonisation of procedural requirements and standards for the Australian and New Zealand dental professions.

Tertiary Education Quality and Standards Agency

The Tertiary Education Quality and Standards Agency (TEQSA) regulates and assures the quality of Australia's large, diverse and complex higher education sector. The Australian higher education system comprises both public and private universities, Australian branches of overseas universities, and other higher education providers with and without self-accrediting authority.

In November 2014 the ADC entered into a MOU with TEQSA that will enable sharing of relevant information and documentation which will reduce the burden on program providers having to replicate information for different accrediting authorities.

The ADC is the first accreditation authority to enter into such an agreement with TEQSA.

Australian Skills Quality Authority

The Australian Skills Quality Authority (ASQA) is the national regulator for vocational education and training (VET). It regulates courses and training providers, ensuring nationally approved quality standards are met. There are dental programs in the VET sector that the ADC accredits. The ADC entered into an MOU with ASQA in March 2013 to enable a cooperative and rationalized approach to accreditation of VET programs and providers.

Audited Financial Statements

AUSTRALIAN DENTAL COUNCIL LIMITED
ABN 70 072 269 900

STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30TH JUNE 2015

	2015	2014
	\$	\$
Revenue	<u>7,724,556</u>	<u>6,752,487</u>
Expenses		
Accreditation Costs	(267,334)	(254,410)
Employee Costs	(1,377,301)	(1,596,001)
Examination Costs	(2,694,175)	(2,928,907)
Depreciation	(356,955)	(420,031)
Rent and Tenancy Expenses	(229,453)	(215,940)
Meeting Expenses	(154,134)	(186,388)
Other Expenses	<u>(263,836)</u>	<u>(295,734)</u>
Total Expenses	(5,343,188)	(5,897,411)
Current year surplus/(deficit) before income tax expense	2,381,368	855,076
Income Tax Expense	-	-
Net current year surplus	<u>2,381,368</u>	<u>855,076</u>
Other Comprehensive Income		
Transfer from General Reserve	-	<u>163,371</u>
Total Comprehensive Income	-	163,371
Net current year surplus/(deficit) attributable to members of the entity	<u>2,381,368</u>	<u>855,076</u>
Total comprehensive income attributable to members of the entity	<u>2,381,368</u>	<u>1,018,447</u>

Extracted from 30 June 2015 financial statements

AUSTRALIAN DENTAL COUNCIL LIMITED
ABN 70 072 269 900
STATEMENT OF FINANCIAL POSITION
AS AT 30TH JUNE 2015

	2015	2014
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash & Cash Equivalents	9,045,738	7,180,387
Accounts Receivable and other Debtors	268,123	438,530
Other Current Assets	<u>201,960</u>	<u>146,528</u>
TOTAL CURRENT ASSETS	<u>9,515,821</u>	<u>7,765,445</u>
NON CURRENT ASSETS		
Property, Plant & Equipment	378,121	556,305
Intangible Assets	236,399	379,766
TOTAL NON CURRENT ASSETS	<u>614,520</u>	<u>936,071</u>
TOTAL ASSETS	<u>10,130,341</u>	<u>8,701,516</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts Payables & Other Payables	2,041,318	2,980,421
Provisions for Employee Benefits	<u>42,403</u>	<u>33,655</u>
TOTAL CURRENT LIABILITIES	<u>2,083,721</u>	<u>3,014,076</u>
NON CURRENT LIABILITIES		
Other Payables	59,325	93,225
Provisions for Employee Benefits	<u>11,712</u>	<u>-</u>
TOTAL NON CURRENT LIABILITIES	<u>71,037</u>	<u>93,225</u>
TOTAL LIABILITIES	<u>2,154,758</u>	<u>3,107,301</u>
NET ASSETS	<u>7,975,583</u>	<u>5,594,215</u>
EQUITY		
Retained Surplus	<u>7,975,583</u>	<u>5,594,215</u>
TOTAL EQUITY	<u>7,975,583</u>	<u>5,594,215</u>

Extracted from 30 June 2015 financial statements

11th September 2015

Auditors Statement

The Statement of Profit and Loss and Other Comprehensive Income and the Statement of Financial Position for the year ended 30 June 2015 have been extracted from the full financial report for the year ended 30th June 2015. The financial statements were signed by the directors of Australian Dental Council Limited on 9th September 2015. An unqualified audit opinion dated 11th September 2015 was issued on the full financial report for the year ended 30th June 2015.

The Statement of Profit and Loss and Other Comprehensive Income and the Statement of Financial Position are derived from, and are consistent with, the full financial report of Australian Dental Council Limited. The Statement of Profit and Loss and Other Comprehensive Income and the Statement of Financial Position cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Australian Dental Council Limited as the full financial report.

Accordingly, we expressly disclaim and do not accept any responsibility or liability to any party for the consequences of reliance on this Statement of Profit and Loss and Other Comprehensive Income and the Statement of Financial Position for any purpose. This auditors statement is not an audit report and should not be considered to be an audit report in any way in accordance with auditing standards. The 30th June 2015 audit report is contained in the full financial report.

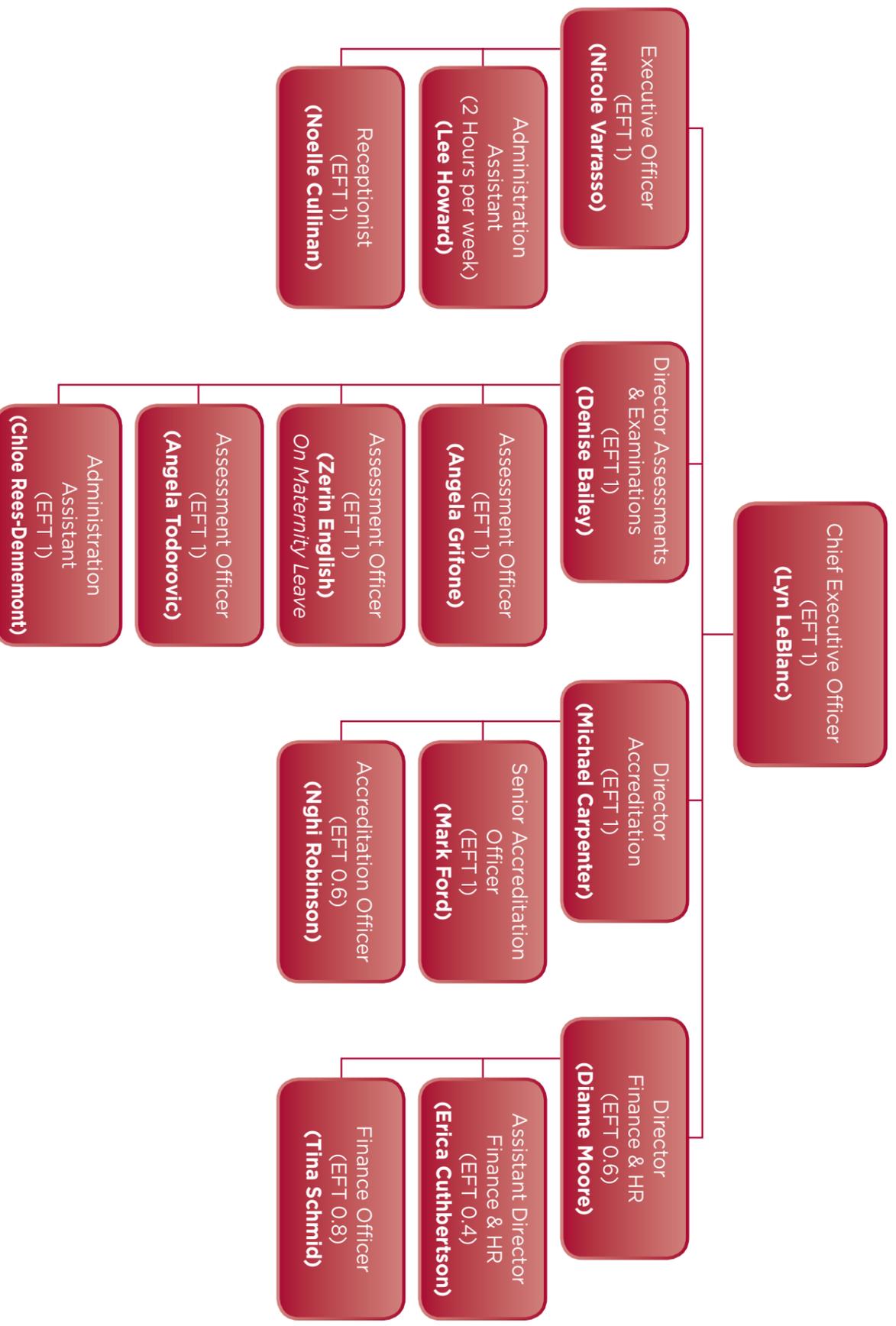
JTP Assurance
 JTP Assurance
 Chartered Accountants

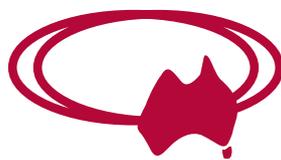
BAM CLARKE
 BAM CLARKE
 Partner



Australian Dental Council Organisational Chart

As at 30 June 2015





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