



AUSTRALIAN
DENTAL
COUNCIL



Annual Report

2017/18





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AUSTRALIAN
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COUNCIL

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The Australian Dental Council acknowledges the traditional owners of the land on which we are located, the People of the Kulin Nations, and pay respects to their elders past, present and emerging.

Contents

2	About the Australian Dental Council
3	2017/18 highlights
4	Strategic Plan 2018–2020
6	President's message
10	Chief Executive Officer's message
14	Who we are
17	Role of accreditation in improving Aboriginal and Torres Strait Islander health outcomes project
18	Australian Dental Council administration and examination centre
20	Members forum
22	Standing Committees
38	Financial reports

About the Australian Dental Council

The Australian Dental Council (ADC) is an independent accreditation authority assigned the accreditation functions for the dental professions by the Dental Board of Australia (DBA) under the National Registration and Accreditation Scheme (NRAS).

The ADC works to protect the health of the public by ensuring dental practitioners meet the high standards required of the dental professions in Australia. The ADC is responsible for:

- Acting as the external authority responsible for accrediting education and training programs leading to registration as a dentist, dental specialist, dental hygienist, dental therapist, oral health therapist, and dental prosthetist.
- Developing accreditation standards, policies, and procedures for the assessment of Australian-based dental practitioner programs.
- Developing standards, policies, and procedures for the assessment of qualifications and skills of overseas trained dental practitioners, excluding dental specialists, seeking registration to practise in Australia.
- Assessing the professional qualifications, knowledge, judgement, and clinical skills of overseas trained dental practitioners, excluding dental specialists, to determine their eligibility to apply for registration to practise in Australia.

A not-for-profit company, limited by guarantee under the *Corporations Act 2001*, the ADC holds charity status under the Australian Charities and Not-for-profits Commission. The organisation is also registered with the Australian Securities and Investments Commission.

The ADC is funded by a grant from the DBA and through fee for service activities.

Current members of the ADC include key professional bodies, academic bodies, and other individual members of the Australian dental professions.

2017/18 highlights

Assessments



823 initial assessments
processed

1,158

written examinations
conducted



Written examination held in
30 venues world-wide

795

practical examinations
held across five venues
throughout Australia

Accreditation

4

programs assessed
for initial accreditation



14 site visits
across 23 programs

62

**accredited dental
practitioner programs** across
18 education providers



Ongoing revision and
refinement of the accreditation
process and documentation,
including the accreditation
guidelines and the
assessor handbook

Enterprise



ADC administration
and examination centre
completed in April 2018

22

Australian Dental Council staff
as of June 2018



**Dental Board of Australia
announces in August 2018**
their intention to reappoint
the Australian Dental
Council as the independent
accreditation authority for
the dental profession for
another five-year term

Strategic Plan 2018–2020

The ADC *Strategic Plan 2018–2020* outlines the organisation's corporate vision for the next two years and explains how the organisation will work to fulfil this vision.

Our vision

To be a leader in accreditation and assessment in the oral health sector nationally and internationally.

Our strategic aims

Giving direction to the corporate vision, the ADC's strategic aims highlight the focus of the organisation for the next two years.

Governance

The ADC is effective in its governance.

Organisational capability

The ADC maximises its organisational capability.

Accreditation and assessment

The ADC achieves excellence in accreditation and assessment practices.

Stakeholder engagement

The ADC actively engages with its stakeholders.

Our values

The corporate values underpin the organisation's vision and strategic aims. These values form the base of the ADC and provide guidance to the organisation's day-to-day interactions with all stakeholders.



Ethical

We follow ethical practice in all areas of our operations.



Transparent

We work to ensure our processes and procedures are transparent across all stakeholder groups.



Respectful

We respect the interests of our diverse group of stakeholders.



Independent

We preserve our independence in every stage of our decision-making process, and work to manage conflicts of interest in all services and processes.



Fair

Our accreditation and assessment processes are thorough, robust, and fair.



Supportive

We offer an inclusive, diverse, and supportive family-friendly workplace, which provides its people with opportunities to achieve their professional goals.



President's message



**Conjoint Associate Professor
Deborah Cockrell**
President and Director

2017/18 was a milestone year for the ADC.

I have now spent seven months as President and the huge achievements of the ADC over that time are testament to the insight, intelligence, commitment, and passion of the ADC team and our past leadership.

At the outset, I acknowledge and applaud my predecessor, Professor Michael Morgan. Mike led the Governing Board for the previous three years and I thank him for his outstanding service to both the Governing Board, and the organisation, during his tenure. He leaves a lasting legacy at the ADC, with the organisation recognised as a renowned and respected leader in accreditation. The organisation continues to benefit from his strong leadership and wise counsel through his role as Chair of the ADC and Dental Council of New Zealand (DC(NZ)) Accreditation Committee.

In late-May, the ADC celebrated a major milestone with the opening of the new administration and examination centre. The ADC is required to offer assessment opportunities to all those eligible to sit the assessment.

Addressing the need to increase the provision of opportunities for overseas qualified dental practitioners to complete the ADC assessment process, the state-of-the-art facility allows candidates to complete the practical examination component of the assessment process in a standardised, fair, and transparent environment.

Alongside the development of the physical examination centre, the past 12 months has seen ADC staff establish a new practical examination format. With expert input from a range of stakeholders, including the ADC Assessment Committee and examiners, the revised format gives the organisation additional opportunity to assess candidates, on not only their technical tasks, but also critical clinical skills. This ensures public safety by only allowing those practitioners who meet the ADC professional competencies eligibility to apply for registration with the DBA.

While the ADC has developed a new facility and examination process, it is important to note that this will not influence the number of practitioners applying for assessment. During the last four years, initial candidate numbers have remained steady, however the number of applicants for re-assessment has gradually risen. Prior to the opening of the examination centre, the waiting time for such an applicant exceeded 18 months. The opening of the examination centre provides the ADC the ability to address this waiting list.

The decision to commit to an ADC owned and managed examination venue was a significant one for the Governing Board. With the first round of practical examinations commencing in the new facility in July 2018, the Governing Board looks forward to seeing the outcome of the new process over the coming year.

In September 2017, the ADC welcomed the release of the Accreditation Systems Review (ASR) draft report. The draft report highlighted a number of themes. Expectedly, these included reducing duplication and promoting increased efficiency and consistency across the accreditation sector. The Governing Board was particularly pleased to see the work of the ADC acknowledged in the review, with specific reference made to the organisation's outcomes-focused approach to accreditation standards and processes. The ADC prides itself on being a leader in accreditation and this acknowledgement reaffirms the work of the organisation in the sector.

At time of writing, the ADC is awaiting the outcomes of the draft report by the Council of Australian Governments (COAG) Health Council. It is anticipated the final report will be published following communication from Ministers.

The ADC was also pleased to receive news of the intention of the DBA to reappoint the ADC as the accreditation authority for the dental professions for a further five years. The ability to undertake its work as an independent accreditation authority sits at the core of the ADC and its day-to-day operations.



A cornerstone of the ADC's success is the ongoing support that the organisation receives from its numerous and varied stakeholder groups.

This reappointment endorses the hard work and dedication of the wider organisation in the delivery of its core functions and provides greater certainty of our future well into 2024. It also reaffirms the strong working relationship that the ADC has with the DBA.

February 2018 saw the appointment of Lucy Vincent to the ADC Board of Directors. Lucy is the third non-dental practitioner appointed to the Governing Board. Her experience across the private and public sectors covering corporate governance, change management and project management means she will be an invaluable addition to the Governing Board.

A cornerstone of the ADC's success is the ongoing support that the organisation receives from its numerous and varied stakeholder groups. Close collaboration with professional bodies, key stakeholder groups and the wider professions ensures that the organisation's work reflects the needs of the professions, whilst assuring public safety. The Governing Board continues to be heartened by the support from our stakeholders and the passionate interest they have in what we do. These relationships continue to play a vital role in the future of the ADC, and the organisation is committed to working closely with its stakeholders across a range of forums and platforms.

The achievements of the ADC in the past 12 months are thanks to the contribution of the wider profession to our various committees. This includes the work of the Assessment and Accreditation Committees, assessors, examiners and external stakeholders. To everyone who has contributed to the work of the ADC this past year, I thank you.

I would like to take this opportunity to thank the members of the ADC Board of Directors for their continued commitment, enthusiasm and professionalism throughout this past year. In particular, I would like to acknowledge Professor Lindsay Richards for his continued support as Vice President. Lindsay has been committed to the ADC for many years. His professional expertise and experience continue to be invaluable.

The work of Chief Executive Officer, Narelle Mills, continues to inspire her Senior Leadership Team and the wider organisation. It has been a pleasure working alongside her this past year. On behalf of the Governing Board, I thank Narelle for her intelligence, endless energy, and her vision to take the organisation to new heights.

The Governing Board looks forward to working with Narelle, the Senior Leadership Team and the ADC staff as the organisation moves into the next chapter in its history.

These are exciting times for the ADC.



Deborah Cockrell
President



Chief Executive Officer's message



Narelle Mills, GAICD
Chief Executive Officer

Every day the ADC team is focused on working towards the organisational vision to be a leader in accreditation and assessment in the oral health sector nationally and internationally. Many of the achievements of the ADC this year have been in direct pursuit of this vision.

In 2018, the ADC implemented its *Strategic Plan 2018–2020* (Strategic Plan). Underpinning the work of the organisation, the Strategic Plan outlines how the ADC will strive to achieve its organisational vision during the next two years.

The Strategic Plan includes four strategic aims; governance, organisational capability, accreditation and assessment, and stakeholder engagement. Providing direction for the ADC's corporate vision, these strategic aims highlight the organisation's focus areas. The strategic aims draw on every area of our work and set the blueprint for the organisation's success.

Underpinning this are the ADC's corporate values. These values guide our day-to-day interactions with organisational stakeholders.

Regularly reviewed to reflect the dynamic nature of the Australian accreditation sector, it is expected the Strategic Plan will evolve in future years as the ADC works towards its strategic aims, responds to emerging priorities, and continues to implement change.

Throughout the year, the ADC continued to be an active contributor to the Health Professions Accreditation Collaborative Forum (the Forum).

One area of focus for the Forum has been the role of accreditation in improving health outcomes for Aboriginal and Torres Strait Islander Peoples. In service of this, the Forum established the *Role of accreditation in improving Aboriginal and Torres Strait Islander health outcomes project* (the Project).

Through the Project, led by the ADC, the Forum aims to understand the role accreditation plays in improving Aboriginal and Torres Strait Islander health outcomes and in the production of a culturally safe workforce. A thematic review, the Project included a survey of questions regarding cultural safety as it relates to graduate outcomes. The questions were asked at a program or discipline level across more than 700 programs accredited under the National Registration and Accreditation Scheme (NRAS).

Highlighting the importance of this work, the Project is the first time since the inception of the Scheme in 2010 where all 14 accreditation authorities have come together to administer the same set of questions across all professions. For the ADC, it has been an honour to lead this project in an area of importance for the health sector as a whole. As the Scheme increases its focus on initiatives to ensure Aboriginal and Torres Strait Islander Peoples have access to health services, which are culturally safe, the information collected through the Project will contribute to the development of a Scheme-wide approach to *Closing the Gap* by 2031.

In September 2017, the Independent Reviewer released the Accreditation Systems Review (ASR) draft report. The draft report put forward a series of sector-wide recommendations under a range of themes, such as reducing duplication, relevance and responsiveness, and producing the future health workforce.

The ASR has long been a project of great interest and importance for the ADC and the wider accreditation sector. From the beginning, former President, Michael Morgan, and I worked to ensure the strong representation of the ADC's voice throughout the consultation period. This included the organisation's involvement in the Forum and through the work of the Costing Working Group, of which I was chair.

The ADC submitted its response to the draft report in late 2017, following consultation across our stakeholder groups to ensure the inclusion of the views of all affected parties.

As part of the draft report, the Independent Reviewer recognised the organisation's outcomes focused approach to accreditation standards and processes. To have our work recognised in this forum is testament to the considerable body of work the ADC has undertaken in pursuit of excellence in accreditation.

At the time of writing, the draft report has been presented to the COAG Health Council. It is anticipated the report will be endorsed by the Council in late 2018. We look forward to seeing the outcomes of the report and the affect these will have on the Australian accreditation sector.

Continuing the focus on the role of accreditation, the Australian Health Practitioner Regulation Agency (AHPRA) established its Accreditation Advisory Committee (the Committee) in 2018. Responsible for a range of matters, including providing oversight and leadership on accreditation governance, accountability and transparency, the Committee will provide advice on whole of scheme accreditation issues. The ADC is committed to working with the Committee within its capacity as an accreditation authority in the coming year.

In mid-2018 we welcomed the DBA's announcement of their intention to reappoint the ADC as the accreditation authority for the dental professions for another five-year term. The reappointment process is rigorous, yet essential, in ensuring the ADC, as an accreditation authority, is undertaking the accreditation function in accordance with the objectives and guiding principles of the NRAS and is consistent with the agreed work plan with the DBA. The ADC values the working relationship between our organisations and looks forward to continuing to work with the DBA into the future.

The ADC successfully delivered the *Outcomes Based Assessment Model for Overseas Qualified Dental Specialists* project on behalf of the DBA. Led by Professor Lindsay Richards, the project provided the ADC with considerable opportunities to engage with dental specialists and public dentistry to inform the project and, cement relationships with a number of our key stakeholders. The project demonstrated the organisation's depth of understanding of modern assessment pedagogy and research relating to appropriate assessment tools for the purposes of registration examinations internationally in dentistry. The DBA is now considering the recommendations and any other requirements needed to support future registration pathways for overseas-trained dental specialists.



This year also saw the ADC embarking on the biggest project in its history, the establishment of a new examination venue to conduct the overseas dental practitioner assessments. This project included the design and construction of new administration and examination spaces, including a simulation clinic, and treatment rooms. The centre's design has allowed for the creation of a practical examination offering a balance of technical tasks along with the assessment of essential clinical skills. The ability to standardise and manage the experience for candidates is the most exciting and progressive opportunity presented to the ADC through this project.

I would like to thank those who collaborated with us on this milestone journey.

From our industry partners through to those who completed the design and construction of our new offices, your support has been invaluable in ensuring the delivery of this milestone project.

My special thanks must go to the project's sponsors, Nicole Varrasso, Director, Corporate Services and Denise Bailey, Director, Assessment and Examinations. Sponsorship of this project was a huge undertaking, and both Nicole and Denise put in a considerable amount of time and effort to ensure the project met the needs of the ADC from an administrative and examination perspective. This was in addition to their day-to-day roles with the organisation. On behalf of the organisation, thank you for all your hard work.

The delivery of the practical examination has always been a big task. On behalf of the ADC, I would like to take this opportunity to thank the venues who have helped the organisation deliver this important part of the assessment process over the years, along with the examiners who have been part of the journey during the past 12 months.

In November, Professor Michael Morgan stood down as President. Mike has long been a key figure with the ADC. His advice and guidance was invaluable during my first year as CEO. I would like to take this opportunity to thank Mike for his generous support and guidance, not only to myself, but also to the wider ADC team. He continues to play a highly valued role with the ADC as Chair of the Accreditation Committee and I look forward to continuing to work with him during this exciting time for the accreditation sector.

I would like to acknowledge the appointment of Conjoint Professor Deborah Cockrell as President and thank her for her passion and guidance throughout the year. Deb was elected as President during an extremely busy time and her support has been invaluable.

To the ADC Governing Board, thank you for your support during the past 12 months.

In August, we said goodbye to Director, Accreditation, Michael Carpenter. Michael's hard work and dedication played a significant role in positioning the ADC as a leader in accreditation. On behalf of the team, I would like to thank him for his contribution to the ADC and wish him every success.

We welcomed Michael Guthrie into the role of Director, Accreditation and Quality Assurance in March 2018. Previously Director of Policy and Standards with the Health and Care Professions Council (HCPC) in the United Kingdom, Michael is highly regarded in the international accreditation and regulation sectors and we look forward to drawing on his knowledge and experience.

I would like to take this opportunity to acknowledge the work of Mark Ford in his time as Acting Director, Accreditation. Mark showed great drive and enthusiasm in the role at a time when the organisation was in the middle of one of the biggest changes in its history. Thank you Mark.

The achievements of the ADC this year would not have been possible without the dedication, passion, and professionalism of the ADC Senior Leadership Team (SLT). Thank you for a year of significant achievements and your ongoing support to the ADC.

In the past 18 months, the ADC team has grown from 13 to 22, due to the changing landscape of the sector we work in. Fundamental to the management of this growth in staff has been the work of Dianne Moore, Director, Finance and HR. Through her work, the ADC has been successful in establishing a growing team filled with drive and passion. Thank you Dianne for all your hard work.

Lastly, I want to thank the ADC team. The work which has gone into the achievements of the past year, has taken a team. Each member of staff has risen to the challenges presented to them and I would like to congratulate them on all they have accomplished.

Moving into the next chapter in the organisation's history, our focus is now on the opportunities ahead. With the immense skill, commitment and support of the ADC team and our partners, the future is filled with possibilities.



Narelle Mills
Chief Executive Officer

Who we are

Board of Directors



**Conjoint Associate Professor
Deborah Cockrell, GAICD**

President and Director
Appointed 19 November 2015

Conjoint Associate Professor Deborah Cockrell is an overseas trained oral surgeon with a PhD in dental education. She has worked in academia, outreach services, public and private practice and has previously served as President of Australian Dental Association (ADA) NSW.



**Professor
Lindsay Richards**

Vice President and Director
Appointed 7 December 2012

Professor Lindsay Richards has a long history with the Adelaide Dental School, most recently as its Dean and Head. He is a Specialist Member of the Royal Australasian College of Dental Surgeons and International College of Prosthodontists, a Fellow of the International College of Dentists and the Academy of Dentistry International, and an honorary Life Member of the Australian Prosthodontic Society.



**Associate Professor
John Boucher, GAICD**

Director
Appointed 21 November 2008

Associate Professor John Boucher is a practicing general dentist with a career-long involvement in clinical dental education and assessment. He is a past President of the Dental Practise Board of Victoria, and was a member of the Victorian Notification and Registration Committee of the DBA.



**Professor
Christopher Peck**

Director
Appointed 27 February 2014

Professor Chris Peck has a long history within the healthcare sector. Director of the University of Sydney's Westmead Initiative, and the university's Dean of Dentistry, he is responsible for developing and leading the multidisciplinary strategy integrating dental and systemic health, curriculum reform and the introduction of the university's Doctor of Dental Medicine.



**Dr Janet Preuss,
GAICD**

Director
Appointed 19 November 2015

Dr Janet Preuss has a biomedical and business background, specialising in the commercialisation of new technologies. In addition to establishing her own service-based companies, Janet has held executive and non-executive roles in private, public, not-for-profit and government organisations and has worked in the UK and Hong Kong.



**Associate Professor
Catherine Snelling**

Director
Appointed 12 December 2012

Associate Professor Cathy Snelling is an Education Specialist at the University of Adelaide. She received a 2013 Australian Award for University Teaching, a 2017 Australian Government commendation for colleague development, and the University of Adelaide Stephen Cole the Elder Award for teaching excellence in 2010 and again in 2017.

**Mr Anthony Evans**

Director
Appointed 21 November 2013

Anthony Evans has extensive financial and corporate governance experience as a senior executive and a board member in the health, aged care, education, resources and not-for-profit sectors. He has a Bachelor of Business and is a Fellow of CPA Australia, the Governance Institute of Australia and the Australian Institute of Company Directors.

**Dr Robert Hutton**

Director
Appointed 25 November 2016

Dr Robert Hutton graduated from Adelaide University in 1975 and works in general practise in rural South Australia. He is an ADASA councillor and a member of the ADA executive. He is a Fellow of the International College of Dentists, a Fellow of the Academy of Dentistry International and a Fellow of the Pierre Fauchard Academy.

Retired Director

**Professor Michael Morgan**

Appointed 26 November 2010
Retired 17 November 2017

Chair of Population Oral Health and Head of School at the University of Melbourne Dental School, Professor Michael Morgan is a registered specialist dentist with a Masters degree and PhD in the areas of dental public health and epidemiology. He has a strong research background and interest a range of areas, including the causes and prevention of oral disease.

**Dr David Sykes OAM**

Director
Appointed 21 November 2013

Dr David Sykes is a specialist prosthodontist working in private practice in Sydney. He is a Senior Clinical Associate at the University of Sydney and has served on a number of councils, including the Royal Australasian College of Dental Surgeons.

**Ms Lucy Vincent, GAICD**

Director
Appointed 15 February 2018

Lucy Vincent has senior executive level experience in the private and public sectors covering corporate governance, change management, project management, primary industry, and regional socio-economic development. With qualifications in risk management, project management, agriculture, and environmental law, she is a Graduate of the Australian Institute of Company Directors.

Senior Leadership Team



Ms Narelle Mills, GAICD

Chief Executive Officer

Narelle Mills has extensive experience in the health education sector, including her time as CEO of the Australian Physiotherapy Council. Committed to stakeholder relations, nationally and internationally, Narelle sits on a number of committees and working groups, including the International Society of Dental Regulators.



Dr Denise Bailey

Director, Assessments and Examinations

Dr Denise Bailey commenced as Director, Assessments and Examinations in November 2014. Previously working as a general dental practitioner, academic, and clinical researcher, Denise has a strong interest in assessment design and implementation.



Mr Michael Guthrie

Director, Accreditation and Quality Assurance

Previously the Director of Policy and Standards at the Health and Care Professions Council, in the United Kingdom, Michael Guthrie has considerable experience in working with key stakeholders, including Government, to assist in the development and delivery of professional regulation in healthcare, including accreditation standards and policy.



Ms Dianne Moore

Director, Finance and Human Resources

Dianne Moore commenced as Director, Finance and Human Resources with the ADC in September 2012. Previously she has managed the finance, human resources and administration functions of several not for profit organisations in the health and welfare sectors, including the Australian Pharmacy Council.



Ms Nicole Varrasso

Director, Corporate Services

Nicole Varrasso has extensive experience in the regulatory health sector and has considerable experience in auditing and systems implementation across a variety of not-for-profit and private organisations. Her background is in legislative compliance, regulation administration, corporate governance, process development, and auditing.

Role of accreditation in improving Aboriginal and Torres Strait Islander health outcomes project

Achieving equity in health outcomes between Aboriginal and Torres Strait Islander Peoples and other Australians by 2031 is a key commitment for the health accreditation sector. To understand the role accreditation plays in this space, the Health Professions Accreditation Collaborative Forum (the Forum) developed the *Role of accreditation in improving Aboriginal and Torres Strait Islander health outcomes project* (the Project) in 2018.

Leading the project on behalf of the Forum, the ADC was responsible for coordinating the development, scope, and administration of a thematic review of education providers, along with a survey of accreditation authority decision makers.

Working across different areas of the accreditation sector, the Project aims to determine the degree in which health practitioner programs work to produce culturally safe health workers, and understand how education providers support those students identifying as Aboriginal and/or Torres Strait Islander and/or Māori.

The Forum is also using the project to ascertain how Indigenous voices are involved in decision making across the accreditation authorities.

An in-depth analysis is anticipated in 2019.

In line with the organisation's commitment to effective stakeholder engagement under the *Strategic Plan 2018-2020*, the ADC used the Project as a platform to work with education providers and decision makers to raise awareness on the importance of this data for the Forum and to ensure the collection of meaningful information.

This is the first time since the inception of the National Scheme in 2010 where all 14 accreditation authorities have come together to work towards a shared outcome. Other initiatives of which the ADC is part of include the National Registration and Accreditation Scheme Aboriginal and Torres Strait Islander Health Strategy Group and Statement of Intent signing, which took place in July 2018.



ADC CEO, Narelle Mills, speaks at the National Scheme Aboriginal and Torres Strait Islander Health Strategy Statement of Intent signing on 4 July 2018.

Australian Dental Council administration and examination centre

Central to the achievements of the ADC in 2017/18 was the completion of the organisation's purpose built administration and examination centre in Melbourne, Victoria.

Created to meet the growing need to address the wait list for the practical examination component of the ADC assessment process, the state-of-the-art facility provides a central location for the examination, which had become increasingly difficult to deliver through existing facilities.

Ensuring the reliability and validity of the process for candidates, the facility allows for the completion of the examination in a standardised environment.

The centre includes a realistic simulation clinic, six Objective Structured Clinic Examination (OSCE) rooms, four fully functional dental treatment rooms, and dedicated lounges with kitchen facilities providing candidates and examiners with comfortable and functional break out spaces.

While a significant project, preparing the centre for opening involved more than the development of physical spaces. During construction, the organisation completed a range of key projects, in addition to day-to-day activities. This included creation of a new website, establishment of a new corporate brand, and the development of a new practical examination format.

The new examination format includes a series of self-paced technical tasks, completed in the centre's simulation clinic, combined with new OSCE style questions. Candidates are required to complete OCSE tasks which test clinical information gathering, diagnosis and management planning, clinical treatment, communication, and evaluation within specially designed rooms.



Manager, Examination Development, Tony Vo shows guests around the ADC examination centre.

Domains	Method of assessment	No. of tasks	Examination day
Clinical information gathering	OSCE	2	Clinical skills day
Diagnosis and management planning		2	
Clinical treatment and evaluation		2	
		4	
	Technical task	6	Technical skills day

Table 1. Practical examination blueprint



The examination centre simulation clinic during construction and pilot testing.

Based on the expected competencies of a newly qualified Australian dental practitioner at the point of graduation from an accredited dental program, the examination content gives candidates multiple opportunities to demonstrate professional skills in a clinically realistic environment.

The format ensures public safety by ensuring only those practitioners meeting the professional competences are eligible to apply for registration with the DBA.

Pilot testing of the new facilities and examination format was conducted in June 2018 with the assistance of the Assessment Committee, examiners and the Australasian Council of Dental Schools (ACODS). Completed over two sessions, with recent dental graduates acting in the role of candidates, the pilots provided a platform for rigorous testing and feedback before the start of the first round of examinations in July 2018.

The creation of the new administration and examination centre was possible thanks to the contributions, hard work and support of a number of organisations and individuals across the sector. The ADC would like to thank all those who worked to ensure the successful delivery of this milestone project for the organisation.

Members forum



The ADC Members Forum (the Forum) was held on Friday 17 November 2017, in Melbourne. Forming part of the organisation's stakeholder engagement, the Forum provides the ADC with the opportunity to present key activities and projects completed during the year.

Central to the 2017 Forum was the recommendations and directive of the Accreditation Systems Review (ASR) draft report. Released in September 2017, the report highlighted the growing need to consider the role of consumers in accreditation functions. With this in mind, the ADC welcomed presentations to Members, the Governing Board and staff around the theme of *Consumer voices in Accreditation decisions*.

The Forum featured presentations from Dr Deborah Cole and Ms Jacqui Gibson from Dental Health Services Victoria (DHSV) on value based health care and Ms Jan Donovan from The Consumers Health Forum of Australia on valuing consumer input in decision making.

A highly relevant and thought provoking theme, the Forum served as a starting point for future discussions on the role of consumers in the decision making of the ADC.

Organisational members

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

Table 2. Organisational members of the ADC as of 30 June 2018

Individual members

Conjoint Associate Professor Deborah Cockrell (Chair) ¹
Associate Professor John Boucher
Ms Janice Connolly
Mr Anthony Evans
Dr Melanie Hayes
Associate Professor Neil Hewson
Dr Michael McGuinness, AM
Professor Michael Morgan (Chair) ²
Professor Lindsay Richards
Dr Bruce Simmons
Associate Professor Catherine Snelling
Dr Tom Tseng
Dr Keith Watkins
Dr Stanley (Tim) Wigmore

¹ Chair from 18 November 2017

² Chair to 17 November 2017

Table 3. Individual members of the ADC as of 30 June 2018

Standing Committees



Australian Dental Council and Dental Council of New Zealand Accreditation Committee



The ADC presents on accreditation to the Australasian Council of Dental Schools.

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



Professor Michael Morgan
Chair

I would like to thank all of those who have contributed so much in the past year to ensuring the accreditation of dental programs in Australia are delivered efficiently and effectively, including the members of the Accreditation Committee, members of the professions who give their time to join Site Evaluation Teams (SETs), and ADC staff.

Accreditation of dental education programs

Accreditation is granted by the ADC and the DC(NZ) to dental practitioner programs meeting the *ADC/DC(NZ)'s accreditation standards for dental practitioner programs* (accreditation standards). Accreditation means the program produces graduates with the professional competencies necessary to apply for registration to practise dentistry 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 Committee of the ADC and the DC(NZ) which makes recommendations to the ADC Board and the DC(NZ) in matters within the scope of its terms of reference and delegation. The two main roles carried out by the Accreditation Committee are to:

1. Develop, review, and consult on, where appropriate, the Accreditation Standards for Australian and New Zealand dental practitioner programs.
2. Assess dental practitioner programs against the Accreditation Standards and make a decision or recommendation about the accreditation outcome.

Accreditation Committee meeting attendance

Five meetings were held by the Accreditation Committee in the 2017/18 financial year.

- 18 August 2017
- 10 November 2017
- 12 December 2017 (teleconference)
- 5 February 2018 (teleconference)
- 11 May 2018.

During the course of the year, both Professor Robert Love and Associate Professor Jane Taylor ended their time with the Accreditation Committee. I would like to thank Robert and Jane for their invaluable contribution to the work of the Accreditation Committee. We welcomed John Aarts as a new member.

Laurence Doan stepped down following the completion of his term as our student representative. We benefit enormously from student representation and I would like to thank him for his contribution. We have welcomed Cindy Zhou as our new student representative.

Accredited programs

As at 30 June 2018, there were 62 accredited programs, delivered by 18 education providers. Table 4 provides a breakdown of accredited programs. These figures include three accredited programs which are no longer open to new students and are being *taught out*.

Type of program	Number
Dentist	11
Specialist	37
Dental prosthetist	5
Dental hygienist	1
Dental hygienist / Dental therapist / Oral health therapist	8
Total	62

Table 4. Number of accredited programs as of June 2018

Site Evaluation Teams (SETs) and site visits

The SET assists the Accreditation Committee in its review of programs. SETs comprise members of the dental professions appointed by the respective Councils to:

- Review documentation submitted by the education provider against the accreditation standards.
- Conduct a paper-based review or an on-site visit of the education provider, when required, to gather evidence that the Accreditation Standards have been met.
- Prepare detailed reports of 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.

SETs reviewing specialist dental programs include a specialist assessor, usually nominated by the relevant specialist academy or society, for each specialist program being reviewed.

Table 5 outlines the site visits completed during the 2017/18 financial year. Fourteen visits to 23 programs, including visits to four new programs, were completed during the year.

Education provider	Program	Visit date	Reason for visit	ADC decision
University of Queensland	Doctor of Clinical Dentistry in Endodontics	2 July 2017	Initial accreditation	18 August 2017
	Doctor of Clinical Dentistry in Periodontics			
	Doctor of Clinical Dentistry in Special Needs Dentistry	28 July 2017		
University of Western Australia	Doctor of Clinical Dentistry in Oral Medicine	25 July 2017	Re-accreditation	18 August 2017
	Doctor of Clinical Dentistry in Periodontics			
Griffith University	Bachelor of Dental Prosthetics	9–10 August 2017	Initial accreditation	18 August 2017
University of Adelaide	Doctor of Clinical Dentistry in Special Needs Dentistry	29 August 2017	Re-accreditation	10 November 2017
University of Sydney	Doctor of Dental Medicine	4–5 October 2017	Re-accreditation	10 November 2017
University of Adelaide	Bachelor of Dental Surgery	18 October 2017	Monitoring	12 December 2017
	Doctor of Clinical Dentistry in Endodontics			
	Doctor of Clinical Dentistry in Oral Pathology			
	Doctor of Clinical Dentistry in Orthodontics			
	Doctor of Clinical Dentistry in Paediatric Dentistry			
	Doctor of Clinical Dentistry in Prosthodontics			
University of Western Australia	Doctor of Clinical Dentistry in Prosthodontics	15 February 2018	Initial accreditation	11 May 2018
University of Adelaide	Bachelor of Oral Health	27–28 February 2018	Re-accreditation	11 May 2018
TAFE NSW Sydney Institute	Advanced Diploma of Dental Prosthetics	20–21 March 2018	Re-accreditation	11 May 2018
Royal College of Pathologists of Australasia	Fellowship of the Faculty of Oral and Maxillofacial Pathology	17 April 2018	Re-accreditation	Decision pending 30 June 2018
La Trobe University	Bachelor of Oral Health Science	2–3 May 2018	Re-accreditation	Decision pending 30 June 2018
University of Western Australia	Doctor of Dental Medicine	14–15 May 2018	Re-accreditation	Decision pending 30 June 2018
University of Sydney	Doctor of Clinical Dentistry (Oral Surgery)	30–31 May 2018	Monitoring	Decision pending 30 June 2018
	Graduate Diploma in Clinical Dentistry (Conscious sedation and pain control)		Initial accreditation	
University of Queensland	Doctor of Clinical Dentistry in Prosthodontics	13 June 2018	Monitoring	Decision pending 30 June 2018

Table 5. Accreditation site visits 1 July 2017 to 30 June 2018

Staffing changes

The ADC accreditation team supports the work of the Accreditation Committee and SETs.

Michael Carpenter departed the ADC in August 2017 and until the arrival of a substantive post holder, Mark Ford added to his responsibilities by becoming Acting Director, Accreditation. I would like to acknowledge and thank Mark for stepping up into the role. Mark is the interface with education providers and with his additional role as a member of the ADC Senior Leadership Team, managed a very busy workload in an efficient manner.

In March 2018, we welcomed Michael Guthrie as our new Director, Accreditation and Quality Assurance. Michael was previously Director of Policy and Standards at the Health and Care Professions Council in the UK. He brings to the ADC considerable experience of leading the development of regulatory standards, policy and strategy, including accreditation standards and policy. Michael has already demonstrated his value by progressing several activities including the development of a potential new model of accreditation in light of the focus on risk-based approaches in the Accreditation Systems Review (ASR) and increasing the transparency and accessibility of how we handle concerns about accredited programs.

ADC/DC(NZ) Accreditation Committee

Professor Mike Morgan (Chair)	
Mr John Aarts	DC(NZ) representative. Appointed September 2017.
Associate Professor Werner Bischof	
Ms Janice Connolly	
Dr Laurence Doan	Appointed January 2017. Term completed December 2017.
Mr Anthony Evans	
Associate Professor Lyndie Foster Page	DC(NZ) representative.
Professor Mark Gussy	
Dr Chris Handbury	
Professor Robert Love	DC(NZ) representative. Appointed February 2005. Term completed August 2017.
Associate Professor Jane Taylor	Appointed January 2013. Term completed February 2018.
Dr Robin Whyman	
Ms Cindy Zhou	Appointed January 2018.

Table 6. ADC/DC(NZ) Accreditation Committee members 2017/18



Achievements

The following are some of our key achievements in the past year.

- Undertaking, at the request of the Dental Board of Australia (DBA), an accreditation site visit to assess the DBA's only approved program leading to endorsement of registration in the practice area of conscious sedation.
- Commencing the process of periodic re-appointment of accreditation assessors to our register of assessors.
- Ongoing revision and refinement of the accreditation process and documentation, including the accreditation guidelines and the assessor handbook.
- Running a second information session and workshop for education providers preparing for accreditation site visits.

Assessment Committee



Professor Lindsay Richards
Chair

The past year has seen the ADC focus on the development of the new administration and examination centre and the delivery of the new format practical examination for general dentistry.

The new format examination provides general dentistry candidates with greater opportunities to demonstrate their professional competence across not only the technical aspects of their profession, but also across the broader clinical skills of dentistry, in a highly standardised environment. The two-day format includes a self-paced series of technical tasks completed in the new simulation clinic, combined with a ten-station, Objective Structured Clinic Examination (OSCE) conducted in dedicated OSCE rooms. Over the two days, candidates are assessed across three broad domains: clinical information gathering, diagnosis and management planning, and clinical treatment and evaluation, across a range of disciplines. All marking is completed using a customised, commercial electronic marking system, Practique. Depending on the task, examiners enter assessments electronically either in real-time or during subsequent marking sessions.

To support the operation of the new centre, substantial work was completed throughout the year to develop and implement the organisation's new practical examination format.

In September 2017, examiners, item writers, and examination convenors attended the organisation's first two-day examiner and writer workshop in Healesville, Victoria. The main aims of the workshop were to inform examiners and writers about ADC activities, generate discussion of topics relating to the development of the new practical examination process, including an overview of the current environment and the ADC's aim for its new assessment process, and encourage ongoing engagement between examiners, writers, and the ADC. A highlight of the workshop was a presentation on the contemporary use of OSCEs in high-stakes assessments by Professor Katharine Boursicot, Director, Health Professional Assessment Consultancy, who, at the time, was undertaking an ADC-initiated external review of the whole assessment process.

Content for the practical examination component of the assessment process is based on the required competencies of a recently qualified Australian dental practitioner at the point of graduation from an ADC accredited dental program. Aiming to ensure public safety, it achieves this by only allowing those practitioners meeting the professional competencies eligibility to apply for registration with the DBA.

Up to March 2018, ADC examinations were designed and structured in reference to the 2013 version of the *Professional attributes and competencies of the newly qualified dentist* and to meet the requirement to deliver the practical examination across multiple venues. In 2016, the ADC updated the competencies and released the *Professional competencies of the newly qualified dentist*.

In line with the recommendations of Professor Boursicot's external review of the assessment process, a blueprinting workshop was held to assign priorities for assessment against the revised competency statement and to identify the most appropriate methods of assessing the prioritised competencies given the opportunities a single, purpose-built assessment centre would provide.

The outcomes of the external review and of the subsequent workshops informed the development of the *ADC Assessment Process — an overview of ADC assessment and examinations for overseas qualified dental practitioners* document and the development of the practical examination item content.

The ADC ran two OSCE writing workshops in January and February 2018 to upskill writers in the creation of quality content for the clinical skills examination. Both workshops were well attended and the ADC now holds a substantial OSCE item bank. In tandem, additional technical tasks were developed and tested for the technical skills day.

The practical examination format for dental hygienists, dental therapists and dental prosthetists, remains unchanged as the current practical examination for these professions was developed in reference to the most current competency documents. Future examinations for these professions will be held at the new examination centre, which includes a working laboratory for the assessment of overseas qualified dental prosthetists.

In order to test the process and content end-to-end, and familiarise examiners and staff with the new centre and examination, two pilot examinations were conducted in June 2018. Each pilot examination was held over two days. Day one included comprehensive training on the process of the OSCE examinations, the process for examiners in the new centre with an introduction to the standard setting methodology and an opportunity for examiners to participate in the various examiner roles. Day two was run as a live examination under examination conditions. Recent graduates were recruited as candidates for the second pilot providing additional benchmarking opportunities.

Practical examinations under the new format commenced on 9 July 2018. Looking forward, two practical examinations, each accommodating 24 candidates, will be delivered most weeks until the end of 2018, with the schedule for 2019 in development at the time of writing.

Assessment Committee

Professor Lindsay Richards (Chair)	
Associate Professor John Boucher	
Ms Jacqui Gibson-Roos	Appointed February 2018
Dr Melanie Hayes	
Dr Anu Polster	
Dr Mark Rowe	
Associate Professor Catherine Snelling	
Dr Tom Tseng	
Dr Felicia Valianatos	
Dr Judith Werner	

Table 7. Assessment Committee members 2017/18

During this time, the ADC will work to monitor the performance of the examination items and the standard setting process.

The outcome of Professor Boursicot's very positive external review of the overall assessment process, the subsequent work around the development of the new practical examination, and the new examination centre with its state-of-the-art hardware and software has allowed the ADC to position itself internationally, as an example of best practice in the assessment of health professionals. I look forward to updating you on the progress of the practical examination format in subsequent reports.

All of the changes that have occurred over the past 12 months have been made possible thanks to the hard work and support of many individuals across the dental profession. On behalf of the ADC, I would like to take this opportunity to thank our examiners and the members of the Assessment Committee and its working groups for their contribution to the project and their continued support of the ADC.

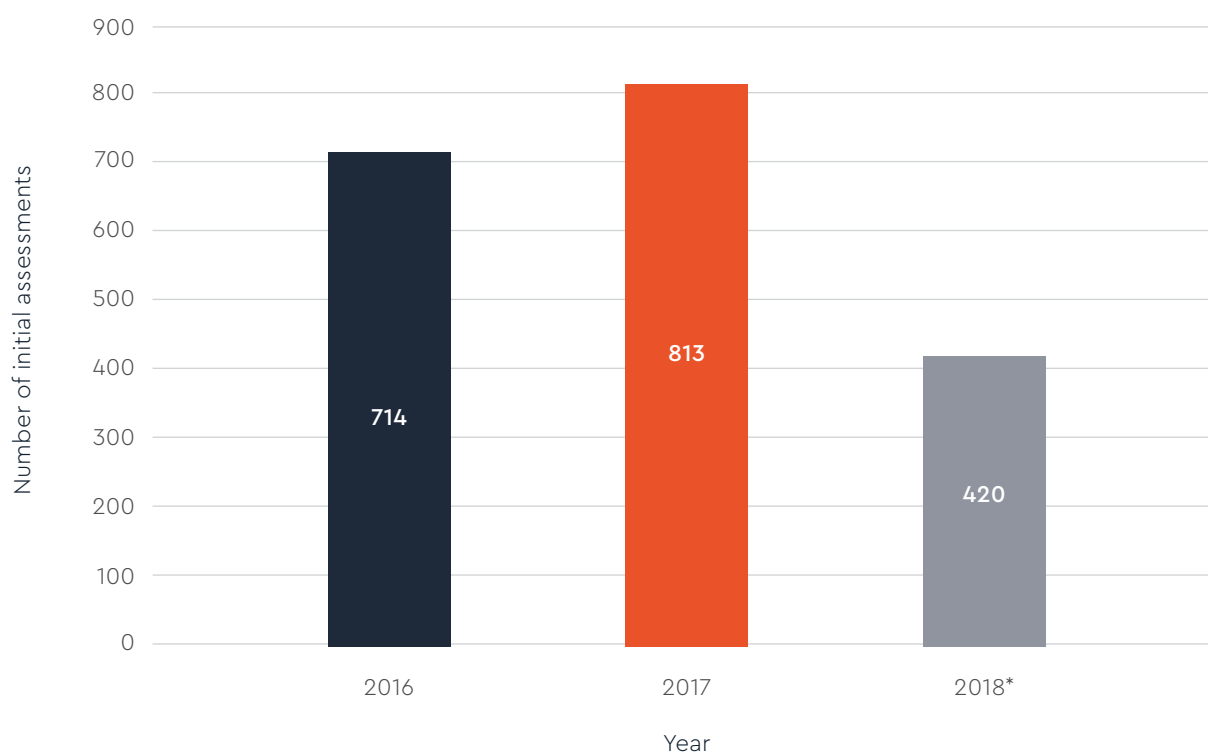
Initial assessments

In the 2017/18 financial year, the ADC received and processed 823 Initial assessment of professional qualification applications across all dental professions.

The breakdown of initial assessments completed by the ADC between 2016 and 2018 is outlined in Table 8.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2016	50	92	93	63	53	49	58	59	65	65	42	25	714
2017	77	57	99	70	62	45	57	82	62	90	70	42	813
2018	61	59	92	87	71	50							420
Average	63	69	95	73	62	48	58	71	64	78	56	34	1,947

Table 8. Breakdown of initial assessments completed between 2016 and 2018



*Initial assessments to June 2018

Figure 1. Breakdown of initial assessments completed between 2016 and 2018.

This year, the ADC received applications from candidates with primary qualifications from 66 different countries. Of these, 43 per cent of applications were received from candidates with a primary qualification from India. The geographic distribution of candidate qualifications is outlined in Figure 2.



355	India	19	Philippines
129	All other combined	19	Sri Lanka
54	Pakistan	18	Syria
39	Egypt	16	Australia
27	Iraq	12	Nepal
23	Brazil	11	Bangladesh
20	United Kingdom	10	Colombia
19	Iran		

Figure 2. Breakdown of initial applications in 2017/18 by country of qualification*

**includes initial assessments completed as part of the skills assessment process*

Written examinations

During the 2017/18 financial year, candidates sat 1,141 written examinations in general dentistry and 17 in dental therapy, dental hygiene and oral health therapy.

A total of 426 candidates successfully completed the written examination for general dentistry. A further six candidates successfully completed the dental therapy, dental hygiene and oral health therapy written examinations.

The written examination in general dentistry was delivered in a computer-based format by Pearson VUE on behalf of the ADC.

Examinations were delivered in Australia and internationally at approximately 30 different venues.

Due to the smaller number of candidates, written examinations for dental hygienists, dental therapists and oral health therapists were paper-based and delivered by the ADC in Melbourne. This is consistent with previous years.

Table 9 outlines the pass rates for general dentistry year-on-year from September 2016 to March 2018.

	Sep 16	Feb 17	Sep 17	Mar 18
Total	568	614	579	562
Pass	189	275	207	219
Fail	379	339	372	343
% Pass	33	45	36	39
% Fail	67	55	64	61

Table 9. Written examinations in general dentistry completed between 2016 and 2018

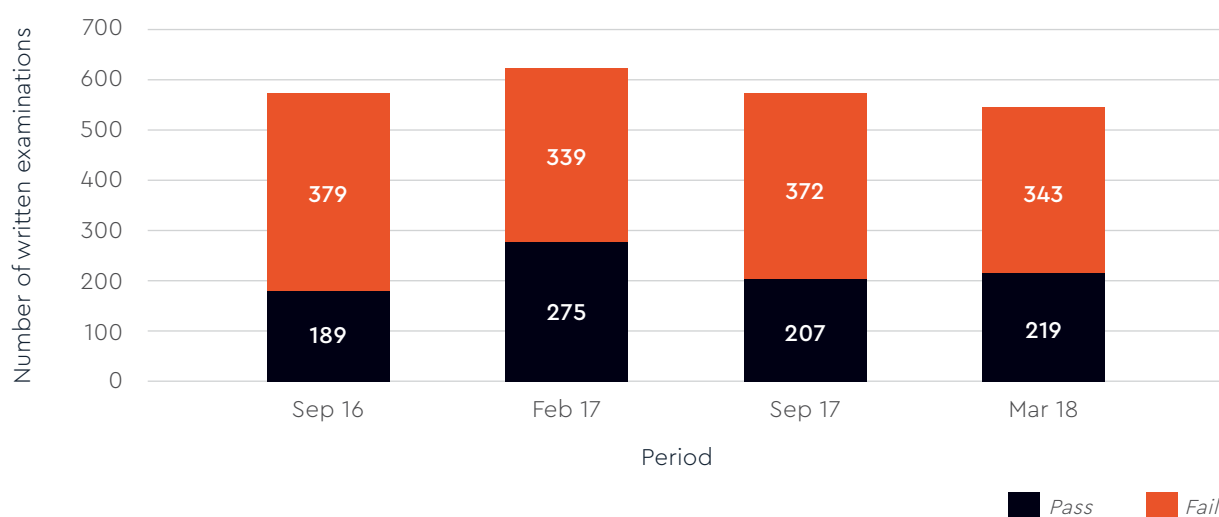


Figure 3. Written examinations in general dentistry completed between 2016 and 2018

Practical examinations

Three practical examination sessions were offered during the 2017/18 financial year. Practical examinations were held in Melbourne, Sydney, Gold Coast, Cairns, and Perth.

During this period, 795 candidates sat the practical examination, with 177, approximately 22 percent, successfully completing the assessment.

Candidate numbers for the practical examination held on 30 June to 2 July 2017 are included in these figures.

The breakdown of practical examinations in general dentistry completed between July 2016 and March 2018 is outlined in Table 10.

	Jul 16	Nov 16	Apr 17	Jul 17	Nov 17	Mar 18
Total	262	264	267	267	263	265
Pass	70	46	47	52	85	40
Fail	192	218	220	215	178	225
% Pass	27	17	18	19	32	15
% Fail	73	83	82	81	68	85

Table 10. Practical examinations in general dentistry completed between 2016 and 2018

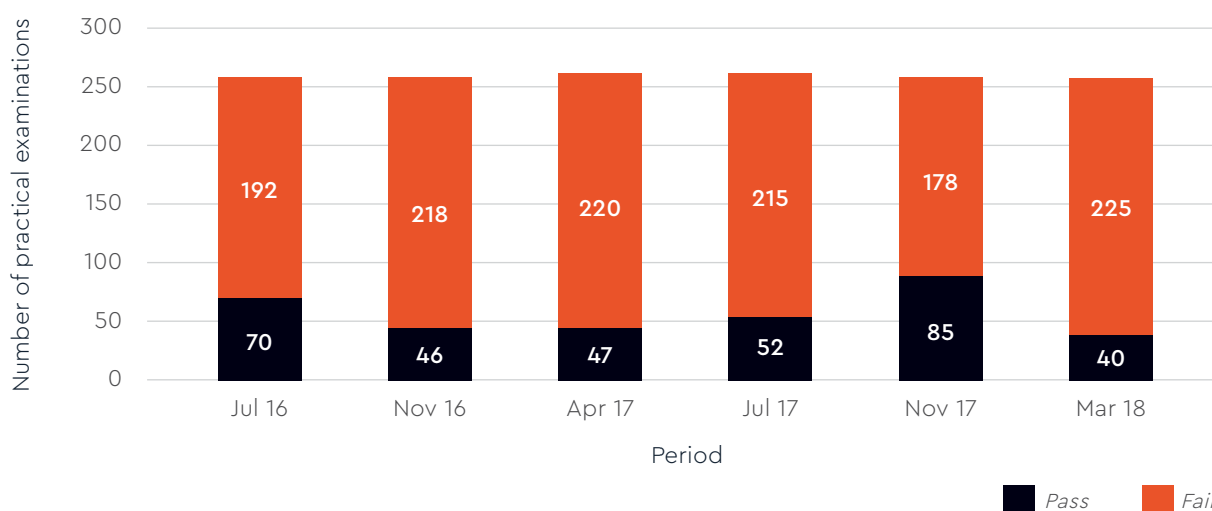


Figure 4. Practical examinations in general dentistry completed between 2016 and 2018

Nominations Committee

The ADC is governed by a skills-based Board. This Governing Board is comprised of Directors with the professional backgrounds and knowledge across those sectors and businesses key to the assigned functions and organisational needs of the ADC. Each Director holds the experience and knowledge in governance and fiduciary responsibilities needed to act in their position.

Reflective of the organisation's commitment to diversity, the Governing Board values and utilises the contribution and experience of each Director. This approach enhances decision-making by relying on the diverse range of backgrounds which comprise the Governing Board.

Central to the organisation's day-to-day strategic functions is the exercising of effective governance. One way the ADC ensures effective governance is through the work of its Nominations Committee (the Committee).

The Committee is convened each time a Board of Director's terms of office expires. It is responsible for overseeing the nominations and application process for the appointment of new Board Directors in accordance with the ADC Constitution and *Corporations Law* 2001.

The Committee upholds the values of the ADC by conducting an ethical, independent, and transparent nominations and applications process. To ensure this independence, Committee's membership must always include an independent representative, external to the organisation.

The Committee is also responsible for contributing to the Governing Board's succession planning. Through reviewing the composition of the Board, the Committee ensures the diversity and appropriate balance of skills, knowledge, experience and independence needed to ensure the continued effective governance by the Board.

Finance Audit and Risk Monitoring Committee



Mr Anthony Evans
Chair

The Finance Audit and Risk Monitoring (FARM) Committee is a governance standing committee of the ADC Governing Board. Comprising of two ADC Board Directors and one external independent member, the FARM Committee's primary role is to monitor the ADC's financial performance and compliance obligations.

The FARM Committee is responsible for the following:

- monitoring policies for investment and finance
- assessment and management of risks
- reviewing the ADC Risk Management Plan (RMP)
- reviewing monthly and audited financial reports prior to submission to the ADC Governing Board
- appointment and reporting of the external auditor
- management of assets
- discussion with senior management on corporate risks and related matters
- legislative compliance
- independent advice and expertise, where warranted, for due diligence
- other related matters as referred by the ADC Governing Board.

Working with the CEO and finance team, the Committee ensures the ADC complies with its legislative obligations as a public company under the Australian Securities and Investments Commission (ASIC) and a registered charity with the Australian Charities and Not-for-profits Commission (ACNC).

The Committee also monitors the ADC's assets and reviews asset values in the financial reports to ensure they reflect fair values. This includes the monitoring of financial reserves to provide the best return whilst ensuring low risk and access to funds.



Finance Audit and Risk Monitoring Committee

Mr Anthony Evans (Chair)

Dr Timothy Cutler

Professor Christopher Peck

Table 11. Finance Audit and Risk Monitoring Committee members 2017/18

During the 2017/18 financial year the FARM Committee worked to ensure the successful management of the ADC's investments in compliance with the Investment Policy. This work included the review and update of the organisation's Investment Policy. After much planning and scenario forecasting, the ADC Governing Board approved investment of \$4 million into a purpose-built single site administration office and examination centre. This project was successfully completed in April 2018. Expenditure for this large capital project was tightly monitored against the project budget, with cash flows managed to maximise investment returns whilst making cash available when required for project payments.

The Committee met with the ADC's Auditor Mr Sam Claringbold, Partner, JTP Assurance who provided positive feedback regarding the annual financial audit in relation to the ADC's internal control processes and quality of financial management.

As part of the ADC's *Strategic Plan 2018–2020*, the organisation continues to exercise effective governance. In striving to achieve this strategic aim, the ADC Governing Board identifies and mitigates risks to maintain the effectiveness and sustainability of the ADC. As part of its commitment to effective governance, the Committee reviewed the organisation's RMP quarterly at each Committee meeting. Revisions completed to the RMP during 2017/18 financial year included adding a heat map to the RMP to visually summarise high-level risks.

The Committee has also recommended that the ADC Governing Board complete appropriate risk management training. During the 2018/19 financial year, the ADC Governing Board will undertake a risk management workshop conducted by Governance Institute of Australia.

As part of its work as a Committee of the ADC, the FARM Committee will continue to work with the Governing Board to ensure the application of effective governance across the organisation into the new financial year.

Financial reports





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17 September 2018

Auditors Statement

The Statement of Profit and Loss and Other Comprehensive Income and the Statement of Financial Position for the year ended 30 June 2018 have been extracted from the full financial report for the year ended 30th June 2018. The financial statements were signed by the directors of Australian Dental Council Limited on 14th September 2018. An unqualified audit opinion dated 17th September 2018 was issued on the full financial report for the year ended 30th June 2018.

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 2018 audit report is contained in the full financial report.

A handwritten signature in blue ink that reads 'JTP Assurance'.

JTP Assurance
Chartered Accountants

A handwritten signature in blue ink that appears to read 'Sam Claringbold'.

SAM CLARINGBOLD



Statement of Profit and Loss and Other Comprehensive Income

For the year ended 30 June 2018

	2018 \$	2017 \$
Revenue	7,817,586	7,703,240
Expenses		
Accreditation Costs	(195,620)	(220,127)
Employee Costs	(1,934,581)	(1,487,432)
Examination Costs	(3,463,696)	(2,521,292)
Depreciation	(499,657)	(220,043)
Rent and Tenancy Expenses	(441,298)	(245,778)
Meeting Expenses	(257,930)	(207,900)
Other Expenses	(524,002)	(429,332)
Total Expenses	(7,316,784)	(5,331,904)
Current Year Surplus/(Deficit) Before Income Tax Expense	500,802	2,371,336
Income Tax Expense	-	-
Net Current Year Surplus	500,802	2,371,336
Other Comprehensive Income		
Unrealised Gain/(Loss) on Revaluation of Investments	(1,208)	11,165
Total Comprehensive Income	499,594	2,382,501
Net Current Year Surplus/(Deficit) Attributable to Members of the Entity	499,594	2,382,501
Total Comprehensive Income Attributable to Members of the Entity	499,594	2,382,501

Extracted from 30 June 2018 financial reports.

Statement of Financial Position

For the year ended 30 June 2018

	2018 \$	2017 \$
Assets		
Current Assets		
Cash and Cash Equivalents	9,916,432	12,242,843
Accounts Receivable and Other Debtors	384,576	34,293
Financial Assets	2,027,058	2,014,533
Other Current Assets	250,454	236,688
Total Current Assets	12,578,520	14,528,357
Non Current Assets		
Property, Plant and Equipment	3,788,079	223,934
Intangible Assets	110,139	104,759
Total Non Current Assets	3,898,218	328,693
Total Assets	16,476,738	14,857,050
Liabilities		
Current Liabilities		
Accounts Payables and Other Payables	5,009,169	3,956,056
Provisions for Employee Benefits	126,027	79,408
Total Current Liabilities	5,135,196	4,035,464
Non Current Liabilities		
Provisions for Employee Benefits	55,413	35,051
Total Non Current Liabilities	55,413	35,051
Total Liabilities	5,190,609	4,070,515
Net Assets	11,286,129	10,786,535
Equity		
Asset Revaluation Reserve	9,957	11,165
Retained Surplus	11,276,172	10,775,370
Total Equity	11,286,129	10,786,535

Extracted from 30 June 2018 financial reports





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