



College of Dental Hygienists
of Saskatchewan

2024/2025

A N N U A L R E P O R T

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Land Acknowledgement

The College of Dental Hygienists of Saskatchewan acknowledges that the registrants we regulate and the public we serve live, work, and receive care on the traditional lands of the Nêhiyawak (Plains Cree), Nahkawiniwak (Saulteaux), Nakota, Dakota and Lakota Nations, the Denesuline Peoples, and the traditional homeland of the Métis.

We respect the long-standing and meaningful relationships Indigenous Peoples have with the land and recognize the role these relationships play in community, culture, and wellbeing.

We acknowledge the historical and ongoing impacts of colonialism on Indigenous Peoples, including inequities in oral health care. We are committed to moving forward with respect and in partnership with Indigenous Peoples, in the spirit of reconciliation and collaboration.

The contents of this annual report outline the activities of the **Saskatchewan Dental Hygienists Association**, operating as the College of Dental Hygienists of Saskatchewan, for the period of November 1, 2024, to October 31, 2025.

Published March 2026

INTRODUCTION

Background

Dental hygienists have been providing care to the people of Saskatchewan since 1950. At that time, the profession was regulated by the College of Dental Surgeons of Saskatchewan (CDSS). In 1970, the Canadian Dental Hygienists Association (CDHA) approved the initial constitution and bylaws of the Saskatchewan Dental Hygienists Association (SDHA), establishing the SDHA as the professional association representing dental hygienists in the province.

In 1997, the profession became self-regulating under *The Dental Disciplines Act (the Act)*. From that time forward, the SDHA operated in a dual capacity, functioning both as a professional association and as the regulatory body for dental hygienists, with its regulatory role serving as its primary responsibility.

In 2023, the SDHA made the decision to divest itself of its professional association functions and focus exclusively on its role as a regulatory body. This decision aligned with legislative amendments to the *Act* that now clearly defines the organization's duty to serve and protect the public and to discharge its responsibilities in the public interest rather than in the interests of registrants.

Following this decision, the SDHA dedicated considerable time and resources to a divestment project which included transitioning the identity of the SDHA to align with a single mandate, supporting the development of a separate professional association and strengthening the understanding of the differing functions of these two entities.

On July 1, 2024, the Saskatchewan Dental Hygienists Association began operating under the name *College of Dental Hygienists of Saskatchewan (CDHS)*, and on November 1, 2024, the *Dental Hygienists Alliance of Saskatchewan (DHAS)* launched as an independent professional association.

The Role of the College

The Dental Disciplines Act gives the College the authority to regulate how the profession is practiced; and to govern registrants in accordance with the legislation and its bylaws.

The College is responsible for assuring the public that registrants have the knowledge, skills, competence, and proficiency required to provide safe and effective care.

To support this role, the College:

- Sets and enforces requirements for registration, continuing competence, and standards of practice
- Establishes and enforces a code of ethics
- Approves education programs for registration purposes
- Administers a continuing competence program to support high standards of practice
- Addresses concerns and complaints about registrants, including disciplinary action when required.

As the regulatory authority, the College requires dental hygienists in Saskatchewan to:

- Meet or exceed the requirements for registration and renewal of licensure
- Meet or exceed the requirements of the Continuing Competence Program
- Comply with the legislation, standards of practice, competencies, code of ethics, practice guidelines, and policies approved by the College.

By meeting these professional expectations, Saskatchewan's dental hygienists are well prepared to provide safe, ethical, and effective oral health care to the public.

Protection of Title

Only individuals registered with the College of Dental Hygienists of Saskatchewan (CDHS) may use the title dental hygienist or any title, abbreviation, or designation that suggests registration with the College, including:

- Dental Hygienist
- Registered Dental Hygienist
- DH
- RDH

Mission

The College of Dental Hygienists of Saskatchewan protects the public through the regulation of the dental hygiene profession.

Vision

To be a trusted partner for the public, recognized for upholding the highest standards of safe, quality dental hygiene care in Saskatchewan.

Values

We demonstrate respect for the public, registrants, employees, and volunteers, guided by our duty of care and loyalty. We are committed to diversity, equity, and inclusion, and ongoing learning about Truth & Reconciliation and its relevance to our work.

STRATEGIC PRIORITIES 2023 - 2026

Organization

- Support the early development of a distinct professional association.
- Clarify and align the organization's identity with its single mandate.
- Strengthen understanding of the distinct roles and responsibilities within the organization.

Excellence in Dental Hygiene Regulation

- Enhance regulatory processes, policies, and standards.
- Explore partnerships to advance the organization's impact and credibility.
- Monitor professional trends to anticipate potential regulatory implications.

Operational Sustainability

- Develop and maintain a sustainable operating model.
- Improve efficiency and effectiveness of internal systems and processes.
- Foster collaboration with partners to strengthen organizational resilience.



COUNCIL



Stacie Beadle
Chair



Dawn Van Dresar
Vice-Chair



Barbara Lacourciere
Elected Member



Sarah Krawchuk
Elected Member



Melonie Schultz
Elected Member



Clair Fischer
Elected Member



Reola Mathieu
Public Representative



Robbie Gamble
Public Representative

The Council is responsible for governing, managing, and regulating the affairs and business of the College. It fulfills this role through the establishment and oversight of bylaws and written policies, the setting and monitoring of strategic priorities, and the delegation to and oversight of the Chief Executive Officer/ Registrar.

The Council is comprised of a minimum of five and a maximum of ten members. Up to seven members are registrants of the College, and up to three are public appointees appointed by the Lieutenant Governor in Council, in accordance with *The Dental Disciplines Act*.

As of November 1, 2024, the Council was comprised of

nine members: six registrants and three public appointees. On February 6, 2025, the Council received the resignation of public appointee Mr. Ken Smith and thank him for his service. At the Annual General Meeting (AGM) held on March 19, 2025, Ms. Carla Ofstie and Ms. Kayla Bakken completed their three-year terms. At that meeting, three vacant positions were filled by acclamation, with Ms. Sarah Krawchuk, Ms. Melonie Schultz, and Ms. Claire Fischer joining the Council.

Following the AGM, the Council held a special meeting to appoint officers and assign members

to standing committees. Ms. Stacie Beadle was appointed Chair (formerly President), and Ms. Dawn Van Dresar was appointed Vice-Chair (formerly Vice-President). Members were also appointed to the Governance, Human Resources, and Finance Committees.

On September 5, 2025, the Council received the resignation of Ms. Bobbi Jean Levenson and extends its appreciation for her contributions. As of October 31, 2025, the Council was comprised of eight members: six registrants and two public appointees.

Throughout the reporting year, the Council met regularly to conduct its business. Meetings were held on November 16, 2024 (in person, Saskatoon), February 1, 2025 (virtual), March 19, 2025 (AGM, virtual), April 3, 2025 (special meeting, virtual), and May 10, 2025 (in person, Saskatoon).

On September 27, 2025, the Council hosted an education session in collaboration with the Board of Directors of the Dental Hygiene Alliance of Saskatchewan (DHAS) in Saskatoon. Presentations included Mr. Darryl Isbister on Personalizing a Land Acknowledgment; Dr. Walter Siqueira and Ms. Carla Ofstie, who provided an update and tour of the newly renovated pre-clinical space at the College of Dentistry; and Ms. Catherine Gryba on the roles and responsibilities of Council and Board members.

Throughout the reporting year, the Council remained focused on providing effective governance, informed oversight, and strategic leadership in support of the College's public protection mandate.

STANDING COMMITTEES

Governance Committee

The Governance Committee assists the Council in fulfilling its oversight responsibilities for governance policies and systems, Council composition and succession planning, Council performance evaluation, member orientation and education, and governance risk and compliance management. The Committee is composed of a minimum of three Council members.

Between November 1, 2024, and October 31, 2025, the Governance Committee focused on revising the Administrative Bylaws to permit and implement an appointment process to the Council. The Committee reviewed existing governance-related policies to ensure they remained current and aligned with effective governance and provided recommendations to the Council to address a potential perceived conflict of interest affecting the Professional Conduct Committee, including the recommendation of a new appointment.

The activities of the Governance Committee reflect an ongoing commitment to supporting effective governance and ensuring the Council operates with transparency, accountability, and integrity.

Finance Committee

The Finance Committee supports the Council in fulfilling its oversight responsibilities for financial management, reporting, and monitoring of financial risk. The Committee is composed of a minimum of three Council members and meets no less than quarterly to carry out its work.

Throughout the year, the Finance Committee reviewed quarterly financial statements prepared by management and provided recommendations to the Council regarding restricted funds and financial controls outlined in policy. In addition, the Committee put forward recommendations to the Council for the annual budget and fee schedule.

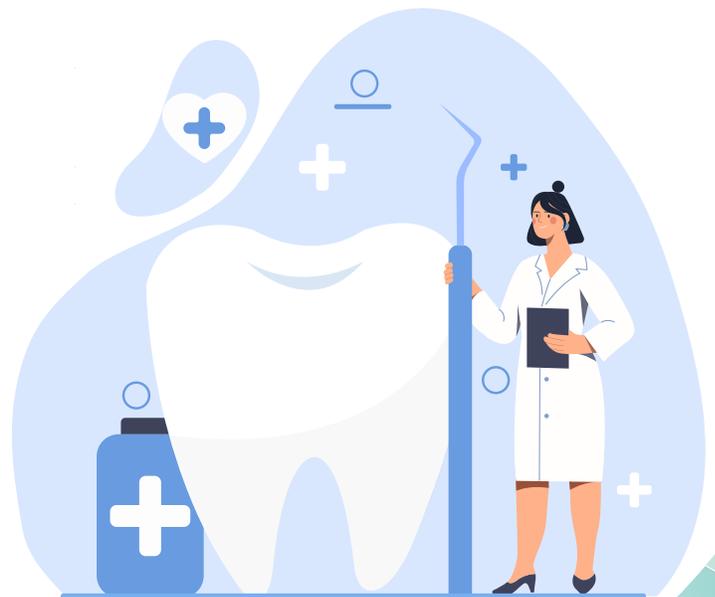
The activities of the Finance Committee reflect an ongoing commitment of ensuring financial integrity and prudent management of resources is maintained by the College.

Human Resources Committee

The Human Resources (HR) Committee assists the Council in fulfilling its oversight responsibilities for succession planning, CEO/Registrar performance evaluation and compensation, and talent management. The Committee is composed of the Council Chair, Vice-Chair, and one additional Council member.

Building on the Council's prior work in developing a performance evaluation framework, the HR Committee focused on implementing the evaluation process. Its primary responsibility was conducting both the annual and mid-year reviews of the CEO/Registrar and developing risk mitigation tools such as a succession guideline.

The activities of the HR Committee reflect an ongoing commitment to effective leadership and oversight of the College's operational performance.



MESSAGE FROM THE CHAIR



It has been a true privilege and honor to serve on the Council since 2020. Reflecting on what this organization has accomplished during my time on the Council, it is truly remarkable. I am continually impressed by the dedication, vision, and impact of our work. My initial interest in joining the Council was driven by a desire to better understand the stewardship of licensing revenues, and through that experience, I have gained a much deeper appreciation of the College's critical role in protecting the public.

It has been an honor to be selected by my fellow Council members to serve as Chair/President for three of my six years on the Council. I have had the opportunity to represent the organization in meetings across Canada and fortunate to be part of the historic transition into a single-function College—a milestone that has strengthened our governance, clarified our mandate, and positioned us well for the future.

This year marks the final year of my second term on Council, completing six years of service. I am incredibly proud of what has been achieved during this time, and I remain optimistic and inspired by the opportunities ahead. I am deeply grateful for the dedication and contributions of my fellow Council members, our public appointees, and our talented staff. Thanks to their commitment, the College is in an excellent position to continue serving the public interest with integrity, transparency, and purpose.

Respectfully submitted,

A handwritten signature in black ink that reads "Stacie Beadle".

Stacie Beadle, RDH
Council Chair

CEO/R'S REPORT



This reporting year marked a significant milestone for the College, as it was our first year operating solely as a regulatory body. I am proud of the thoughtful approach taken to achieve our new identity and the support we provided in establishing the Dental Hygienists Alliance of Saskatchewan. This work reflects the College's maturity and steadfast commitment to public protection.

The College strengthened regulatory oversight through the approval and implementation of the Restorative and Orthodontic Procedures Policies, which clarify legislative interpretations of permitted procedures, required authorizations, and council-approved course requirements. Several sections of the Regulatory Bylaws were also amended and approved by the Minister, coming into effect on July 11, 2025. These updates modernized terminology, clarified registration requirements, introduced currency requirements for initial registration, updated references to named agencies, and aligned the Bylaws with current processes.

On May 13, 2025, the Government of Saskatchewan passed *The Regulated Health Professions Act (RHPA)*. This umbrella legislation aims to modernize and streamline health profession regulation by replacing profession-specific statutes with a single framework aligned with national best practices. It also seeks to enhance public understanding of professional regulation and promote collaboration across professions. Existing legislation, such as *The Dental Disciplines Act*, will remain in effect until accompanying regulations and bylaws are completed, and the RHPA is formally proclaimed. The government plans to transition an initial group of four regulators—the Colleges of Physicians and Surgeons, Registered Nurses, Registered Psychiatric Nurses, and Licensed Practical Nurses—within three years, with remaining regulators following later. While not among the first to transition, the College continues to prepare for future readiness.

Operationally, the College office continues to function as a small, efficient team. In February 2025, we welcomed Christie Kurtz as Executive Assistant, strengthening day-to-day operations. In October 2025, Deputy Registrar Alyssa Boyer commenced maternity leave, and we extend our warmest wishes to her. I am grateful to work alongside such dedicated individuals and deeply appreciate the support they bring to the College.

Finally, I wish to acknowledge the members of the Council, committee members, and volunteers. Their dedication, expertise, and collaborative spirit are essential to the College's continued success and the fulfillment of its regulatory mandate.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read 'Shelby Hamm'.

Shelby Hamm, RDH
CEO/ Registrar

REGULATORY FUNCTION

National Dental Hygiene Certification Exam

The National Dental Hygiene Certification Examination (NDHCE) is a written exam that tests the level of knowledge, judgment, and skills expected at the entry-to-practice level for dental hygienists in Canada and is administered by the Federation of Dental Hygiene Regulators of Canada (FDHRC). Successful completion of the NDHCE is a requirement for registration with the College. The examination is offered three times each year in multiple sites across Canada. The College is a member and director on the FDHRC Board and has shared oversight of the NDHCE with the other provinces.

Jurisprudence Education Module

The Jurisprudence Education Module (JEM) is an online, open book learning exercise that demonstrates an understanding of the relevant legislation governing the dental hygiene profession in Saskatchewan. Successful completion of JEM is both a requirement for initial registration and as a component of the Continuing Competency Program.

Continuing Competency Program

The College maintains a Continuing Competency Program (CCP) to ensure dental hygienists remain current in oral health care, clinical procedures, and emerging technologies. The CCP requires registrants to self-assess learning needs and pursue continuing education to maintain competence and licensure.

The CCP operates on a three-year reporting cycle. Registrants must complete at least 50 continuing education credits, including a minimum of 30 in Category A: Dental Hygiene Practice, which covers clinical care, health promotion, research, and education. Remaining credits may be earned in Category B: Practice Management or Category C: Professional Involvement and Volunteer Work. CPR certification and the Jurisprudence Education Module must also be completed once per three-year reporting period.

A key feature of the CCP is reflective learning through Personal Learning Tools (PLTs). PLTs are guided forms completed following a learning activity that encourage reflection on knowledge gained, application of learning in practice, and consideration of potential implementation constraints. Five credits are awarded for PLT completion, and compliance is verified through an annual peer-conducted audit.

Audit Committee and Personal Learning Tool Audit

The Audit Committee oversees the PLT audit process, including reviewing submissions, determining outcomes, managing non-compliance, providing feedback, and supporting continuous improvement. The committee is composed of three practicing registrants appointed by the Council.

During the year, the Audit Committee formalized its roles and responsibilities through an approved Terms of Reference, collaborated with staff on the random selection process, managed requests for bereavement and non-compliance, calibrated among auditors, and provided collective feedback for reporting.

For the 2022–2025 reporting period, 27 registrants were randomly selected for audit. Submissions were reviewed for compliance, with 24 approved on first review and three approved following resubmissions. Auditors emphasize that registrants should carefully review their PLTs before submission and use the supportive materials available on the CDHS website to ensure successful completion.

Standards of Practice and Code of Ethics

The College adopts the Standards of Practice and Code of Ethics established by the Canadian Dental Hygienists Association, which set the expectations for ethical, and professional dental hygiene practice. Failure to meet these standards may constitute professional misconduct.

In collaboration with the other oral health regulatory bodies in Saskatchewan, the College establishes the standard for Infection Prevention and Control Standards in Oral Health Care Facilities.

The College provides further guidance on specific practice areas through position statements, which define professional expectations, support decision-

making, and provide interpretations on scope of practice. Topics include Nitrous Oxide and Oxygen Conscious Sedation, Orofacial Myofunctional Therapy, Temporary Restorations, Laser Use, and Dental Hygiene Billing.

Dental hygienists are also accountable to provincial legislation, including *The Health Information Protection Act* (HIPA), which governs the collection, use, and protection of personal health information, and to the Radiation Health and Safety Regulations, which govern the requirements for safe dental radiography. By adhering to the legislation and the documents adopted by the College, dental hygienists practice safely, ethically, and competently, thereby maintaining public trust and confidence in the profession.

STATUTORY COMMITTEES

Professional Conduct Committee

The Professional Conduct Committee (PCC) is a statutory committee established pursuant to Section 28 of the Act and operates in accordance with the Act, regulatory bylaws, and its Terms of Reference. The PCC is responsible for carrying out legislated duties related to the review, investigation, and disposition of complaints alleging professional misconduct or professional incompetence, as well as addressing fitness-to-practice concerns where required under the Act.

The PCC is composed of a minimum of three individuals appointed by the Council, the majority of whom are practicing registrants, and operates independently from the Discipline Committee. The PCC conducts a review and investigation when requested by Council or upon receipt of a written complaint alleging professional misconduct or professional incompetence by a registrant. The Committee determines the appropriate investigative approach and considers outcomes authorized under the Act, which may include referral to the Discipline

Committee, no further action, or other options such as mediation, cautions, remediation or continuing education requirements, undertakings or conditions on practice, or acceptance of voluntary surrender of registration.

Between November 1, 2024, and October 31, 2025, the PCC received seven formal written complaints. During the reporting period, the Committee conducted investigations and utilized a range of its investigative powers, including requiring a registrant to appear before the PCC to provide response under oath and, in two cases, engaging a third-party investigator to conduct comprehensive investigations.

By the end of the reporting period, the PCC had reached decisions on six of the seven investigations. None of the matters were referred to the Discipline Committee; however, three cautions were issued, and in one matter the Registrar applied interim conditions on a registrant's licence. The complaints addressed a range of issues, including advertising practices, professional boundaries, health information protection concerns, professionalism unbecoming, clinical competence concerns, and fitness-to-practice matters.

Discipline Committee

The Discipline Committee (DC) is a statutory committee established pursuant to Section 32 of the Act and operates in accordance with the Act, regulatory bylaws, and its Terms of Reference. The Committee is responsible for hearing and determining formal complaints referred by the Professional Conduct Committee and for conducting disciplinary hearings in a fair, transparent, and impartial manner, as required under the Act.

In carrying out its mandate, the Discipline Committee oversees hearing processes and may retain legal or other professional assistance where appropriate. The Committee has authority under the Act to impose interim suspensions, limitations, or conditions on a registrant’s licence when necessary to protect the public interest. Where a registrant is

found to have engaged in professional misconduct or professional incompetence, the Committee may impose disciplinary outcomes authorized under the Act, which may include reprimands, conditions on practice, suspension, expulsion, fines, or cost orders. The Committee may also consider matters arising from certain criminal convictions where such convictions meet the threshold for professional misconduct under the Act.

The Discipline Committee is composed of a minimum of three individuals appointed by the Council, the majority of whom are practicing registrants, and one public appointee.

During the reporting period of November 1, 2024, to October 31, 2025, no matters were referred to the Discipline Committee, and accordingly, no hearings were conducted.

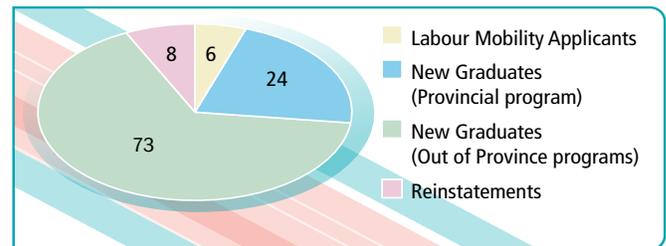
REGISTRANT STATISTICS

A registrant is a dental hygienist who meets the general requirements for registration and holds one of three classes of licence: Full, Conditional, or Non-Practising. A Full licence indicates that the registrant has completed an approved education program in the administration of local anesthesia. A Conditional licence is issued to registrants who agree to complete an approved local anesthesia program within two years. A Non-Practising licence is held by registrants who are not currently practising but who wish to maintain their registration.

Registrants as of October 31

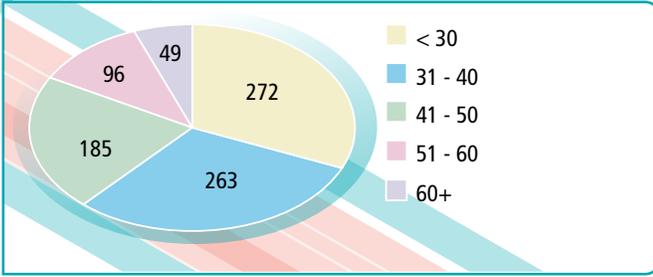
	2025	2024	2023
Full	757	712	678
Conditional	76	54	42
Non-Practising	32	30	38
Total	865	796	758

Source of New Registrants

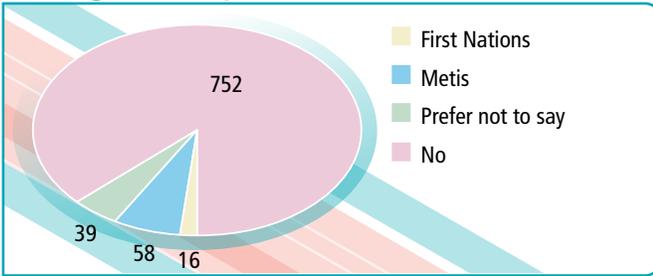


Registrant Demographics

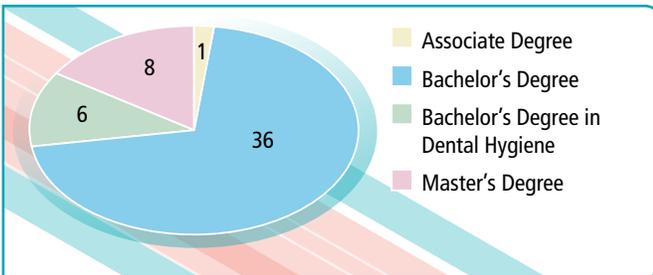
Age Range



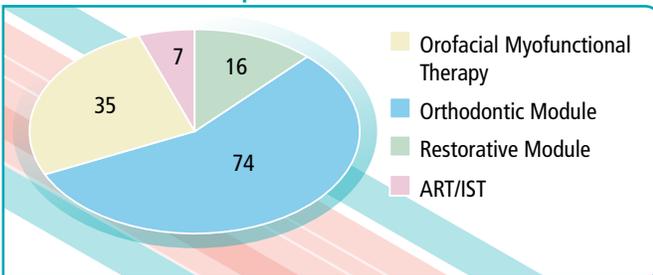
Indigenous Representation



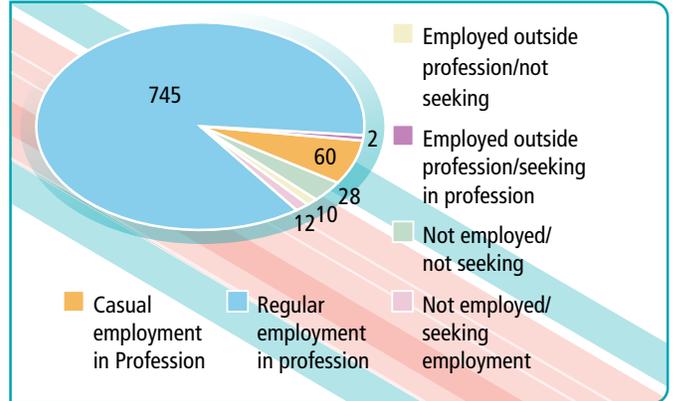
Advanced Education



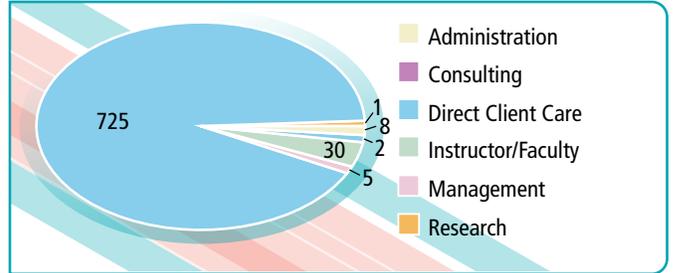
Additional Competencies



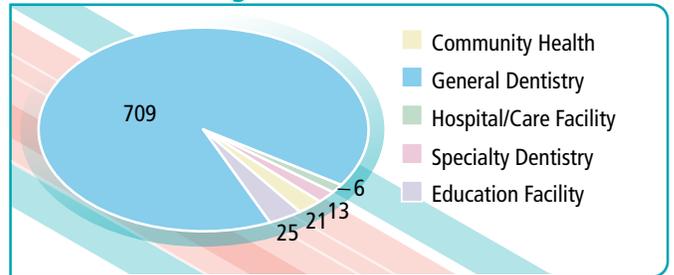
Employment Overview



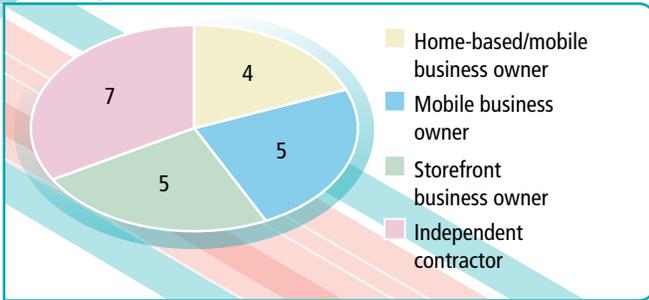
Type of Employment



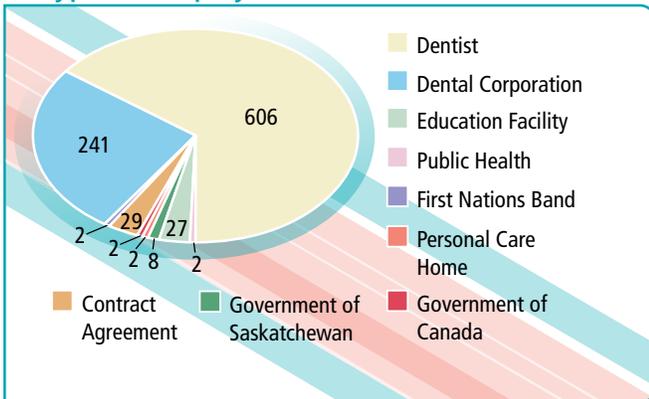
Practice Setting



Independent Practice



Types of Employers



Registrant Demographics

This data reflects the reported employment locations of registrants. Some dental hygienists may report employment at multiple locations or in more than one region.

