

The Magazine of the Australian Dental Association, South Australian Branch Inc.

DENTAL INSIGHTS

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THE
FINAL
ISSUE

We're going digital!





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SAVE THE DATE

GOLF DAY

12TH NOVEMBER 2021

From the President

Although Australia has experienced a successful national group effort in controlling COVID-19, the pandemic has highlighted the important role state jurisdictions and organisations play in managing public health matters and keeping people safe.

The anxiety – inducing threat of another lockdown is of great concern with Victoria's situation of the highly infectious variants and with this potentially being because of a South Australian hotel quarantine system failure.

Despite the positive signs amidst a record testing blitz with the Victorian outbreak, there remain hundreds of exposure sites visited by positive COVID cases that have contact tracers on edge and our state is just as vulnerable for such as risk.

The 7-day lockdown in Melbourne is a reminder that members need to comply with South Australian directives and to continue to be vigilant in the workplace and continue to follow COVID Safe guidelines that apply at any one time. This includes the need to ensure you continue to comply with QR code requirements, and screen all patients especially those who have travelled from Victoria since 20 May.

The latest information is available with the following link; <https://bit.ly/3yNyzPM>. Please also refer to the Federal ADA Website – especially <https://www.ada.org.au/Covid-19-Portal/Dental-Professionals> for more information on the current protocols and associated procedures and members are advised to regularly review the SA Health website for ongoing updates <https://www.covid-19.sa.gov.au/>

COVID-19 Vaccinations Update

Members have been in contact with the Branch seeking clarification with respect to the COVID-19 vaccination program and the ever-changing status of information with further developments.

The media has highlighted the health concerns associated with the AstraZeneca vaccine, with information from the Australian Technical Advisory Group of Immunisation (ATAGI) released on 8 April regarding the risk of a rare blood clotting disorder (thrombosis with thrombocytopenia syndrome). Although the risk of this adverse event is extremely low (one case for every 250,000 to 400,000 vaccinations) and with virtually zero community transmission of COVID-19 at the time, the ATAGI decided to recommend the Pfizer vaccine in preference to AstraZeneca for people under the age of 50 years who have not already received their first dose of AstraZeneca. This advice is based on the increased risk of complications from COVID-19 with increasing age balanced with the lower risk of blood clotting with increased age.

Contrary to the backtracked comments made by the Federal Health Minister Hunt sparking some online confusion and mix messaging with some people who were hesitant about the Astra-Zeneca vaccine, it was confirmed by Minister Hunt and the Australian Medical Association (AMA) that the advice is not to wait for the increase supply of mRNA Pfizer and Moderna vaccines later this year. As can be seen with the Victorian outbreaks and the likelihood of further occurrences elsewhere in Australia, it is those people who are most vulnerable to the disease and who are unvaccinated who will be most at risk and affected.

The lack of urgency and sense of complacency among some Australians towards vaccination due to the Australia's COVID-19 free status will also have contra-indications for international borders reopening. The AMA made a joint statement with the Council of Presidents of Medical Colleges calling for people to get vaccinated as soon as they are eligible with the benefits of vaccination far outweighing any risks.

The dental profession is a priority as Phase 1b of the Government National Rollout Strategy is underway.



Dr Angelo Papageorgiou
President

Both the Astra-Zeneca and Pfizer vaccine have similar efficacy – about 97% – for severe disease and death. The joint statement reminded the public that the vaccination program has been extended to include all people who are 50 years and over and people in this age group are assessed as being at a higher risk of severe COVID-19 and death.

The Oxford – Astra-Zeneca Vaccine is being used in 139 countries and the Pfizer- BioNTech Vaccine in 90 countries. The evidence from the hundreds of millions of doses delivered in these countries is that both are protecting people from serious illness and hospitalisation and helping to stop the spread of COVID-19.

Furthermore, there is no medical condition that increases your risk of this extremely rare clotting disorder associated with Astra-Zeneca vaccine. It is reassuring also that practitioners have become very good at recognising and in treating this form of clotting.

The ADA Federal body are continuing to meet regularly with the government and are advocating on behalf of all dental practitioners and staff to ensure the vaccination program for Phase 1b and communicate any updates on this matter to members as further developments arise.

For more information about the safety of Astra-Zeneca vaccine, the side effects and what to do should you have had your first dose, members should read the vaccination FAQs portal. To learn more visit www.ada.org.au/Vaccination-FAQs.

Should members have specific concerns about vaccination and risk, you are encouraged to discuss this with your medical practitioner or physician.

Vaccinations are a ‘game-changer’ that will ultimately help Australians assert some degree of control over the pandemic.

Dentistry and Sustainability

The Environmental and Sustainability Committee has met once again for the first time this year after its inaugural meeting late 2020 and is making great strides in its role and function.

We are the only Branch in the nation that has a dedicated group focusing on one of the major pillars of the national and state strategic plan regarding sustainability - a framework to reflect about our actions and how they impact the world in the future – environmental value, social value, and economic value.

Whilst still in the early stages, the members of the committee discussed the definition of what it means to be an environmentally minded and sustainable dentist and agreed with the following;

“An environmentally friendly and sustainable dentist aims to practice evidence- based safe and high-quality dentistry while minimising pollution, reducing waste, and incorporating technology to a neutral ecological and carbon footprint. This includes management across ADA and all stakeholders (as also noted in ADA policy statement 6.21): manufacturers, distributors, dental equipment technicians, dentists and staff, waste collectors and processors.”

In conjunction with the ADA Policy Statement 6.21, the members of the Committee have identified 5 key areas as:

1. Energy and waste usage of the practice
2. Purchase and procurement
3. Travel
4. Waste recycling and reusing of products
5. Living Environment

The move to an environmentally and sustainable dental practice may be achieved by education and learning, the development of a community of like-minded dentists, lobbying and research.

South Australia is well-placed to lead the way nationally on matters relating to dentistry and sustainability. Our Branch may lead by example and show that authenticity is the key to successful sustainable dentistry- keeping it real.

“Sustainable dentistry is a whole philosophy, and it means more than being green and minimising your environmental impact and being climate conscious but also being respectful of people”

Sustainable dentistry is a whole philosophy, and it means more than being green and minimising your environmental impact and being climate conscious but also being respectful of people - that means taking care of the natural environment as well as the working environment of dental practice including our patients, the team and oneself, the Dentist.

Cut your waste, not your standards – while sustainability efforts may begin with good ecological practice, we can still maintain patient safety and the delivery of services with respect to oral health while championing better sustainability outcomes.

Watch this space as there will be more to come from this passionate and dynamic group of Committee members.

Membership Renewals 2021/22

Please be reminded that Membership Renewals for 2021/22 will be issued this month. As mentioned in previous reports we value the support, confidence, and feedback of our members and this is reflected in the newly formed business plan which includes a review of the resources and offerings as part of our member services focus.

South Australia is also currently working with the other State and Territory Branches to develop a Federal strategic plan to future proof the ADA.

It is important that the Branch membership continues to grow so that we are able to maintain our strong position to advocate on behalf of our profession and continue to prosper.

The pandemic certainly has reinforced the strength of the Branch's standing within the profession, with the government and in the broader community.

With half of our membership in the under 45-year age group, we understand the importance of engaging with and ensuring the business plan focuses on reviewing, enhancing and tailoring its offerings in terms of services and resources to this group- our future.

These Members are not only the future of the profession, but also future leaders of dentistry and our Association and efforts continue to be made to connect with this group through our support and collaboration within house groups such as the ADASA Recent Graduates Committee (RGC) and others through partnerships including the Adelaide University Dental Students Society (AUDSS) and the University of Adelaide Faculty of Dentistry.

Opportunities to engage also include events such as my recent address as Guest speaker at the University of Adelaide Graduation Ceremony for the Faculty of Health and Medical Sciences on 5 May at Bonython Hall with the Vice Chancellor Mr David Hill and our well-attended Mentorship Meet and Greet evening held on 27 May at the Adelaide University Boat Shed with Dr Alex Lam who lectured on Conscious Sedation in dental practice.

These and our other initiatives such as the 'Declaration Ceremony' and 'Welcome to the Profession Seminar' held late in the year are memorable and valued occasions where we lead in matters relating to graduates and the younger dentist cohort.

I encourage members to speak to their non-member colleagues young or older regarding the benefits and value of our membership and to encourage them to join our professional association.

NOTICE TO MEMBERS

AMENDMENTS TO BY-LAW 9.6 STANDING COMMITTEES TERMS OF REFERENCE

In accordance with Clause 8.4 of the ADASA Constitution, Members are notified of a change to the Terms of Reference and Title of the Audit Committee as approved by Council.

In February 2020 Council resolved that the then Investment Committee and its Terms of Reference would be revoked, and the Audit Committee would assume the responsibility for overseeing the Investment responsibilities of the Branch. A Working Group was subsequently formed to review the Audit Committee Terms of Reference to ensure that they reflected the additional and current duties of the Committee.

As a result, Council Resolution enabled amendments to both the title and the Terms of Reference of the Committee. The name of the Audit Committee has been amended to the 'Finance, Audit, Risk and Investment Committee'. It was considered that this title and the amended Terms of Reference reflect more clearly the current responsibilities of the Committee.

In accordance with the Constitution and for the information of members copies of the relevant By-Law immediately prior to and after the amendment are provided.

From the CEO

Being part of a profession is both a challenging and rewarding experience. If the past couple of years have taught us anything, it is that you need to be prepared to adapt and be flexible when circumstances change.

The South Australia Branch did just that through the Covid-19 crisis. We adapted our communication flow to members and continue to work on our member services.

But what next?

At the May council meeting, a business plan and associated budget was presented and approved by your Branch Council.

It has been an intensive process – with many Members and Committees involved in providing input into what is now a very positive plan of action.

The focus of the Branch Business Plan 2021-22 is to deliver new and improved services for Members in South Australia. These new initiatives have been supported by an increased budget allocation to all services and communications. This is a major Branch commitment to all Members across the State.

We have highlighted some of the key implementations that will improve our membership experience for this year and years to come.

Both the Council, and the entire SA Branch Team, look forward to working with our members through the roll out of new initiatives and activities which we are confident will result in greater engagement.



Bradley Abraham
Chief Executive Officer

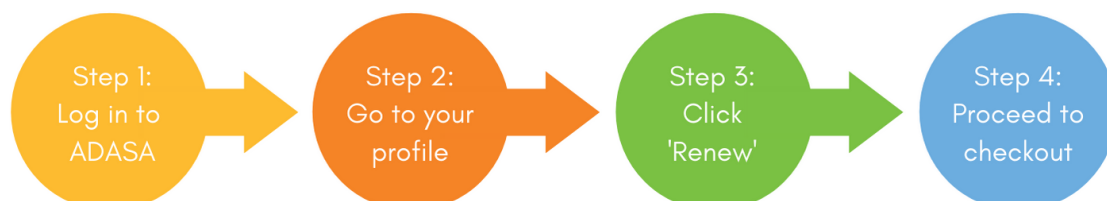
Business Plan Infographic 2021



Download Now!

Renewals Reminder

Membership renewals are due by 30 June 2021. To update your personal details, log into your account on our website and edit any out of date information. If you wish to change your membership category or switch to a monthly payment plan, please head to www.adasa.asn.au and click "For Members" from the navigation menu to download the appropriate form. Submit this form to membership@adasa.asn.au as soon as possible to have your changes processed before renewal time. Thankyou for being a valued part of our dental community!





Better member communication with increased use of digital platforms



Wider variety of CPD events and activities



Increase in social activities and refresh of the yearly events calendar to include more networking



Improved engagement with regional members and practices



Support for wider members of the dental practice such as Practice Managers, Dental Assistants etc.



Membership certificates for all members



A dedicated focus on social welfare outcomes in the community



State wide public campaigns promoting members



BUSINESS PLAN 2021-22

The Branch Business Plan for 2021-22 has a focus on the delivery of new and improved services for Members in South Australia. Supported by an increased budget allocation to all services and communications – this is a major Branch commitment to Members across the State.

We have highlighted some of the key implementations that will improve our membership experience for this year and years to come.

Contact us:

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Find us on:



Our Relative Analgesia Course

Report by: Sally Queale - Events Coordinator

Our annual relative analgesia course was held on Monday 10 May 2021. This in-demand course, presented by the ADASA in conjunction with the Australian Society of Dental Anesthesiology (ASDA) sold out early & after being postponed earlier in the year was able to proceed safely and within the Covid-19 Infection Control guidelines.

During the morning session our presenter's Dr Angelo Preketes and Dr Michael Walker provided information on all aspects on the use of nitrous oxide in the dental surgery and its safety & efficacy. The afternoon session gave those attending the opportunity to experience the effects of nitrous oxide for themselves and were instructed on the use of oxygen, connecting circuits, fitting nasal hoods and much more.

Our next RA course will be held on Saturday, 12 February 2022. This full day course is always a sought-after event and usually sells out so keep an eye on our website www.adasa.asn.au for more information.

Thank you to Air Liquide who kindly provided the equipment.



UPCOMING EVENTS & CPD

- ▶ Recent Graduates Committee Presents
- ▶ Cardiopulmonary Resuscitation (CPR) Course
- ▶ Practice Managers Network - Resilience

More info on page 9



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WE ARE MOVING

LEVEL 2
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1 July 2021

Drs Bruce Robinson, Miles Doddridge, Paul Sambrook,
Tom Jaunay, Justin Collum and Glen Carter,
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The telephone number and email address remain the same.

08 8232 3525
reception@oromax.com.au

Restoring The Worn Dentition

Report by: Ben Khoury

On the 28th of April, we were honoured to have second Masterclass Event for 2021 presented by Dr Alistair Dickson, Prosthodontist and sponsored by Nobel Biocare.

Dr Dickson's presentation was insightful and informative leading the attendees and listeners through the process of history taking to final restoration of the worn mouth. Dr Dickson highlighted the importance of taking an accurate history of what exactly concerns the patient whether it is the darkness, length or proportion of their teeth. This enables the clinician to establish a list of concerns and appropriately develop a treatment plan with use of before and after photography.



Pictured: Dr Alistair Dickson presenting in the Alexander Room in our SA Branch HQ.

Further to this Dr Dickson discussed smile design with incisal edge position and tooth proportions. He recommended that all practitioners have access to calipers and tooth proportion restorative charts. Throughout the class, he made reference to different clinical cases and approaches to restoring worn teeth including with direct composite, porcelain fused to metal crowns, Emax, zirconia and gold.

Dr Dickson also explored the benefits and improvements to zirconia materials over the years as a substitute to Emax and the effect of restorative material on adjacent and opposing teeth.

At the close, Dr Dickson explored the subtle but ever important art of making a good temporary. He stressed the patient's view that temporaries represent the final product and if the temporary isn't high quality the patient may take this to mean that the final product is also poor. In a more practical sense, the presenter suggested applying a little extra wax to any wax up margins so that when making a putty key it allows for a more defined and polish-able margin.

We thank Dr Dickson for his time and sponsor Nobel Biocare for their display and support.

Ben Khoury

Recent Graduates Committee

Be part of something bigger

Whether it's your local club, the family gathering or being a member of ADASA, there's a certain sense of comradery we feel when we're part of something bigger. Guild Insurance has worked with ADASA for over 20 years now, helping your community by protecting you every day throughout your career.

But that's not all. We also work to give back to your community by attending your events, catering our policies to suit your needs and working alongside ADASA to help where we can. By choosing Guild Insurance, you're choosing to be part of something bigger; the future of your profession.

Let's soar together as one big community. Choose Guild Insurance as your preferred insurance partner today by visiting guildinsurance.com.au/dentists or calling **1800 810 213**.

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Upcoming Events & CPD

Month	Day	Event
JUNE	▶ 2nd	Webinar: Oral Hygiene Update
	▶ 16th	Understanding The ABC's Of Money
	▶ 18th	Cardiopulmonary Resuscitation (CPR) Course
	▶ 23rd	PMN Event - Building Personal Resilience
AUGUST	▶ 4th	Training Event
	▶ 13th	Cardiopulmonary Resuscitation (CPR) Course
	▶ 20th	Hands on workshop (TBA)
	▶ 24th	Recent Grads Committee Presents
SEPTEMBER	▶ 4th	Hands on workshop
	▶ 26th to 29th	FDI Congress Online Event
OCTOBER	▶ 15th	Cardiopulmonary Resuscitation (CPR) Course
	▶ 20th*	Recent Grads Committee Presents
	▶ 27th*	Practice Managers Network #3
NOVEMBER	▶ 12th	Golf Day
	▶ 24th	End of year ceremony, Adelaide Conv. Centre
DECEMBER	▶ 2nd	Recent Grads Committee Presents
	▶ 3rd	Cardiopulmonary Resuscitation (CPR) Course
	▶ 11th	Declaration Ceremony

* dates may be subject to change

The Recent Graduates Committee invite you to attend:

“Understanding The ABC’s Of Money”

Presented by Hood Sweeney, Association Partner

When: Wednesday 16 June 2021

Where: Alexander Room, 62 King William Road, Goodwood

Time: 6.30pm. Arrival from 6pm with refreshments provided.

This presentation (formerly known as a Study Club) is for dentists who graduated within the

▶ TO REGISTER FOR EVENTS:

Visit our website at www.adasa.asn.au and click “Events & CPD” from the navigation menu, OR email Sally Queale at events@adasa.asn.au

Practice Managers Network Seminar, presented by Lyn Carman, (Consultant Coach, Lync Consulting, Dental Hygienist):

“Resilience”

This presentation will:

- discuss strategies to enhance our ability to bounce back from setbacks
- adapt to difficult circumstances and learn
- grow from such experiences
- as leaders understanding how we can build our resilience and model it for others, to support them to navigate life's ups and down's

When: Wednesday 23 June 2021

Where: The Alexander Room, 62 King William Road, Goodwood, SA

Time: 6.30pm, arrival available from 6pm. No cost to attend and refreshments will be provided.

This presentation is for members of the Practice Managers Networks but members are welcome.

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Accounting

Experts for your financial health.

Hood Sweeney is a long term partner of the Australian Dental Association of South Australia providing accounting and financial planning services to their members.

Our Health team understands the complexities of everything from setting up a medical practice – including IT and service fees – to selling it, along with personal financial planning, wealth protection, tax strategies and performance coaching.

For a second opinion on the fiscal fitness of your practice or your personal finances, email our Health team on adasa@hoodsweeney.com.au or call 1300 764 200.

*Adrian Zoppa and Mark Mullins are Representatives of Hood Sweeney Securities Pty Ltd AFSL No. 220897



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Clinic To Court Event Recap

Report by: Sally Queale - Events Coordinator

Clinic to court - how to prevent the journey was the theme for our Risk Management seminar held on Friday, 14 May at the Stamford Grand Glenelg. The overall message from the day was the importance of effective and clear communication.

The Review Committee along with Branch CRO Jim Ball, who were instrumental in putting this seminar together, presented information and tips to manage risk & what to do when things don't go to plan.

Topics covered included:

- What to do when you get a complaint
- The most common complaints
- When to refer
- The new patient experience (when seeing a specialist).

The full day seminar, which was well attended, also included presentations from our business partners Guild Insurance and Meridian Lawyers.

Dentist-patient incidents and conflicts are quite common and although they vary in scale, the skills to prevent and de-escalate problems when they arise are essential.

We were fortunate enough to have Kelly from Meridian Lawyers present us with real world case studies that their firm has encountered. Attendees were able to review worst case scenarios and ask a legal professional what their options would be if they ever encountered a similar issue.

Our speaker Craig Hockley, Head of Marketing at Guild Insurance, delivered a great presentation about acceptable Social Media use in professional environments. This not only benefitted our Dentist Members, but also any Practice Managers that attended.

The day concluded with an open forum with all presenters taking questions from the audience. We would like to acknowledge and thank our speakers and Review Committee members Janet Scott (chair), Robert Stewart, Stephen Carapetis, Erika Vinczer and Joshua Tirrell.

Thank you to Darren Tomlinson from BOQ Specialist for supporting this event, along with Guild Insurance and Meridian Lawyers.

Lastly special thank you to our seminar emcee Bradley Abraham.



Employee Leave Entitlements

A guide to what you must know



Employee leave entitlements can often be tricky for practices to navigate. It is critical that employers understand employee leave entitlements, as disputes about leave can damage employment relationships and reduce productivity. A well-drafted leave policy is an effective way for a practice to communicate its expectations to employees and is undoubtedly helpful to resolve any disputes that may arise over leave entitlements.

This guide will cover the different types of leave accessible to National System employees, and what should be included in a leave policy and how it can be used to manage employee leave entitlements.



The Fair Work Act 2009 (Cth) (the Act) and the National Employment Standards (NES)

The Act is the foundation of Australian workplace relations and includes the NES. The NES represent the minimum entitlements that must be provided to all employees. Among others, these include several leave entitlements:

1. Parental leave and related entitlements;
2. Annual leave;
3. Personal/Carer's Leave, compassionate leave and unpaid family and domestic violence leave;
4. Community Service Leave;
5. Long Service Leave;
6. Public Holidays.

This guide will focus on Annual leave and Personal/Carer's leave as these are the most accessed leave entitlements.

Annual leave

For each year of service, employees, other than casuals, are entitled to accrue 4 weeks of paid annual leave. Shiftworkers are entitled to 5 weeks of paid annual leave per year. The entitlement to paid annual leave accrues progressively according to the employee's ordinary hours of work, and accumulates from year to year.

Importantly, part-time employees accrue annual leave on a pro-rata basis. An example of this is an employee who works 20 hours per week for a year. In one year, the employee will accumulate 80 hours of annual leave (the equivalent of 4 weeks work for her). Paid annual leave may be taken at a time agreed between an employee and their employer. This means that employees cannot simply take leave at any time they choose, however, practices should note that an employer must not unreasonably refuse to agree to a request by the employee to take paid annual leave.

When an employee takes a period of paid annual leave, the employer must pay the employee at the employee's base rate of pay for the employee's ordinary hours of work in the period.

Annual leave entitlements are also payable upon termination, meaning that if, when employment ends, the employee has annual leave accrued but not taken, the practice is required to pay it out.

Annual leave under the Health Professionals and Support Services Award 2020 (HPSS)

Many employees within dental practices are covered by the HPSS. Additional provisions relating to annual leave apply to employees that are covered by the HPSS.

These include:

Annual leave loading

In addition to their ordinary pay, an employee who is not a shiftworker will be paid an annual leave loading of 17.5% of their minimum rate of pay. For employees receiving above-award payments, the employee is entitled to receive the higher rate while on a period of paid annual leave.

Annual leave in advance

An employer and employee may agree in writing to the employee taking a period of paid annual leave before the employee has accrued an entitlement to the leave. An agreement must be signed and state the amount of leave to be taken in advance and the date on which leave is to commence.

If the employment relationship ends and the employee has not accrued back the leave taken in advance – their leave balance is still “negative” – the employer may deduct from any money due to the employee on termination an amount equivalent to the value of leave paid in advance minus leave they have accrued since the leave in advance was taken.

Close down periods

When an employer temporarily closes a dental practice, an employee may be directed to take paid annual leave during part or all of this period provided such direction is reasonable.

Cashing out annual leave

By agreement in writing, employers and employee covered by the HPSS can cash out annual leave provided that;

1. The payment is not less than what the employee would have received if they had taken the leave at the time the payment is made;
2. The agreement does not result in the employee's remaining accrued entitlement to paid annual leave being less than 4 weeks; and
3. The maximum amount of paid annual leave that be cashed out in any period of 12 months is 2 weeks.

Excessive leave accruals

If an employee has accrued more than 8 weeks paid annual leave it is considered an excessive leave accrual.



The HPSS provides that an employer may direct the employee in writing to take a period of paid annual leave provided that;

1. the employee's remaining accrued entitlement to paid annual leave cannot be less than 6 weeks;
2. the employee cannot be required to take a period of paid annual leave of less than one week; and
3. the period of paid annual leave cannot begin less than 8 weeks, or more than 12 months, after the direction to take leave is given.

Before a direction is made, however, practices must attempt to reach genuine agreement as to when the leave will be taken.

Personal/Carer's leave

Casual employees are not entitled to paid personal/carers' leave. Full-time employees accrue 10 days of paid personal leave for each year of service and part-time employees receive a pro-rata entitlement depending on their ordinary hours of work. Personal/carers' leave can be taken at any time and in any amount.

Personal/carers' leave can be taken by an employee:

1. because they are not fit for work because of a personal illness or injury affecting the employee; or
2. to provide care or support to an immediate family member or member of their household, who requires care or support because of a personal illness, injury or an unexpected emergency.

The Act requires that an employee must notify their employer if they taking personal/carers' leave or compassionate leave as soon as practicable (which may be after the leave has started) and they must advise their employer of the period, or expected period, of the leave.

Practices can require employees provide evidence to satisfy a reasonable person that the leave is being taken for a valid reason.

Taking personal/carers' leave is a workplace right, which means a practice cannot take adverse action, such as terminating the employee or giving them a warning for taking the leave.

Compassionate leave

All employees (except casuals) are entitled to take 2 days' of paid compassionate leave for each occasion when a member of the employee's immediate family or a member of the employee's household:

1. contracts or develops a personal illness that poses a serious threat to his or her life; or
2. sustains a personal injury that poses a serious threat to his or her life; or
3. dies.

Compassionate leave can be taken either as a single continuous 2 day period, 2 separate periods of 1 day each or any separate periods by agreement.

“A leave policy is a useful tool to manage leave in your practice as it clearly communicates to employees what their leave entitlements are, and what processes employees need to follow when accessing leave”.

Leave Policies - What to include?

A leave policy is a useful tool to manage leave in your practice as it clearly communicates to employees what their leave entitlements are, and what processes employees need to follow when accessing leave.

This can include outlining that an employee is required to provide a certain amount of notice of their intention to take a period of annual leave, and the way in which they need to request it. For example, the practice may utilise a leave request form, or require the employee to email the practice owner and manager. In addition, the policy can specify certain periods in which employees cannot apply for leave, such as busy periods around Christmas and school holidays.

The policy should also prescribe how the practice expects employees to call in sick for work. The practice may require employees to call, rather than text, or send an email instead. Having a policy on this ensures that everyone is on the same page.

It is also recommended to specify what happens if the employee breaches the requirements, which may include disciplinary action. For example, if an employee does not apply for leave in accordance with the Policy, or takes leave without approval, they may be subject to a disciplinary process.

For further information or assistance with leave entitlements in your practice, please do not hesitate to contact the ADA HR Advisory Service on 1300 232 462.

Notices

DR TREVOR MARTIN
24 Jan 1929 - 06 May 2021

It is with much sadness that we mark the passing of Trevor Martin on May 6, 2021 at the age of 92 years. Trevor graduated in 1950 from the University of Adelaide with the degree of Bachelor of Dental Surgery. He practised dentistry in London for 2 ½ years before establishing his practice on South Road in Edwardstown in 1960. As a dentist he not only ran his practice on South road but also made regular trips to remote South Australia as part of the dental panel for the Royal Flying Doctor Service from 1961-1979. Trevor also contributed to the next generation of Dentists through his part-time role as a Senior Tutor in the Department of Restorative Dentistry from 1967-1983 and was honorary dentist to a number of kindergartens and what was then known as the Woodville Spastic Centre.

Trevor served in the Australian Dental Association for over 23 years, starting with his election to council in 1966. During this time he served as Treasurer 1968-1970, Vice President in 1971 and President in 1972. In 1972 he was also elected to Federal Council and served till 1988. During his time in Federal Council he was a member of the Federal Executive 1980-1986 and was Treasurer for the 21st Australian Dental Congress held in 1976.

In his time on many state and federal committees he was involved in the introduction of Fluoride to the water in South Australia and the initiation of the amalgam recycling program. He continued his involvement with the profession late into his life in the role of Librarian for the Association and enjoying the regular Senior Dentists lunches.

His service to the profession was recognised through the SA branch Distinguished Service Award in 1984 and through membership of the Pierre Fauchard Academy. We are thankful for his considerable contribution to the Australian Dental Association and broader Dental community.

Trevor lived a full life and is survived by his wife Sue, his children, Kathy, Hugh and Jeanette and innumerable grandchildren. Rest in peace.

On January 14, 2020, it's the End of Life (EOL) for Microsoft's Extended Support for Windows 7 & Windows Server 2008/R2

What does this mean for you?

- Your computers and servers will no longer receive security updates
- Your practice management software will no longer be supported on systems running those platforms

What can you do about it?

- As the ADASA Business Partner for IT services to its members, we offer the Association's members a free IT 'check-up'. This consultation will analyse members' current IT systems and suggest any possible improvements. Excludes any travel costs to any practices outside of the Adelaide Metropolitan area



Professional Managed IT Services - A dentist would never simply treat symptoms. They practice preventative dentistry in an effort to give their patients the best quality care, IT management should be tackled in the same way. A proactive, preventative approach boosts efficiency, performance and availability saving you downtime and money.
Let us take care of IT, while you look after your patients.

Classifieds

Interested in orofacial pain and TMD management?

Practice currently limited to TMD management, predominantly referral based, looking for someone to join the practice part-time to provide long term care for our patients.

If interested please contact admin@ofpadelade.com.au

Understanding the ABC's of Money

Sink your teeth into finance and set yourself up for the future!

When: Wednesday 16 June 2021

Do you want to understand the ABC's of money and get ahead financially?

The Recent Graduates Committee invites dentist members who graduated within the last 10 years to attend this presentation, but all members are welcome to attend.

We also invite BDS 5 Student members to attend.

Join members of the Hood Sweeney Health Team: Mark Mullins, Director and Representative of Hood Sweeney Securities* and Heang Lay, Manager as they take you through the basics of:

- Accounting
- Budgeting
- Credit HELP
- Income Protection*
- Loans, Superannuation*
- Tax

Where: The Alexander Room, 62 King William Road, Goodwood

Time: 6.30pm start. Refreshments will be provided from 6pm

RURAL SA: DENTAL PRACTICE WITH PLENTY OF POTENTIAL IN AN ENVIABLE RURAL LOCATION

The opportunity to work in your own way by owning a fantastic, well-established, accredited practice with plenty of growth potential has arisen, as the current owner considers alternative lifestyle options.

The practice can be expanded by increasing the operating hours, range of services offered or by upgrading a second surgery in a room that has a dental chair but is not yet fully set up. It is currently operated 4 days per week and could easily be built into a full-time practice.

The practice is for sale at a very reasonable price.

For more information, go to www.practicesalesearch.com.au and click on S5223 or ring Lisa on 0467 493 338.

All Dental Dentist - Full Time

A full time position in our busy country practice in Port Augusta has become available for an enthusiastic, caring and eager to learn dentist.

The successful candidate will have excellent communication skills and be able to work seamlessly within our team. They must have a welcoming, compassionate manner and be able to quickly build up rapport with patients.

While experience is preferred new graduates will be considered.

AHPRA registration is a must.

Please contact Dr Anna Puzio on 0432 451 499 or email us on adelade@alldental.com.au or aniapuzio01@gmail.com.

Part time dentist position

An exciting opportunity for an exceptional, highly motivated, productive and service oriented dentist to join our professional team of dental practitioners in the eastern suburbs.

This is a part-time position, 2.5 days per week, with the possibility of moving to full-time when patient base develops. Days available are Wednesday, Friday 8 – 6pm and Saturday 8 – 1pm.

Telephone Enquires are welcome Tuesday and Thursday on 08 8272 9087 and ask for Adele.

Please email CV to: adele@dentistryonunley.com.au

Selling or buying a practice?

RayWhite

Talk to the local specialist Brett Buckley MBA, CPM, FAMI, GAICD

- Fully licensed broker
- Extensive dental industry knowledge
- Proven track record in practice sales
- Local who understands the market
- Fully confidential sales process
- Registered buyers
- Buyers advocacy
- Exit strategies



"The sale of my dental practice seemed to be a complex process. Once I engaged Brett, my sale progressed quickly and to a positive result. He was always available for my questions, and provided regular updates. Without hesitation, I recommend Brett to any dental colleague wishing to sell their practice." - Dr Greg Kreis - CBD practice

For a completely confidential free appraisal on your practice contact Brett Buckley.

Brett Buckley
0432 231 630
brett.buckley@raywhite.com
raywhitebusinesssalessa.com.au



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SUDOKU

8							3	2
5				3				
	2		1	9	7	1	5	
		8	7	4	6	9		
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		7			8			1
9		2	5		1		7	
					4		8	

Answer:

1	3	2	8	1	4	5	8	9
8	8	5	2	9	1	3	1	4
9	4	1	3	5	8	2	8	1
1	9	8	1	8	3	4	5	2
4	1	3	5	2	8	8	9	1
5	2	8	1	4	9	8	1	3
3	5	4	9	8	1	1	2	8
2	1	1	8	3	5	9	4	8
8	8	9	4	1	2	1	3	5

FIND A DENTIST!

T P A T H O L O G I S T Z P R N R K P L
V S P F V E Q K W Q M E R U S E O O E A
P U I M O N W S E C X O C Y G S S M R I
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L L E S N E K V B T T W D T V T M F I I
F A L T Z Q P V B N R T I B V U I P S X
P V I Q B Z W J G X S O M E H M T S T A
T S R N M X O T V Z Y V P C H F S J T M
T L A H R P P C V N S O A D P C C P C K
P L A Y J F H M A X K U Y A Q B Y N B G
L Z U U T N P C A F H O N V H Z R C A K
K R E H Q N Q Q F Y N S H O C G S E P J
M A Q H X Y S W H S P X E L L S A U S Z
T S I G O L O I D A R K Y F U O Z W S H
N F U W V V A X Z C M Z L E T L S H B Z

1. endodontist
2. periodontist
3. prosthodontist
4. radiologist
5. orthodontist
6. maxillofacial
7. paediatric
8. pathologist

+ one secret extra word
clue: foul play

A welcome surprise



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