

# DENTAL INSIGHTS

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



*This month*

**Dental Health Week  
Mentorship  
and much more**

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Front Cover: Dental Health Week - ADA Inc

# Contents

September 2020



3	From the President
8	ADASA Membership
10	ADA HR Advisory: Finding, recruiting and keeping the right staff
12	ADASA Mentorship Scheme
14	ADA review of nutrition in Aged Care
15	Dental Health Week
16	Riverland Confrence
20	Guild Insurance: Acknowledging and dealing with adverse outcomes in dentistry
24	CPD & Events
28	Classifieds

# From the President

**Dr Angelo Papageorgiou**

ADASA President

**W**hilst we carry on with a 'new norm', COVID-19 is still haunting us with cross border restrictions becoming the main focus for South Australia especially with the Victorian and New South Wales outbreaks.



## Dental Health Week 2020

### Get Sugar Savvy

This year's ADA Dental Health Week campaign held 3 – 9 August set its sights firmly on uncovering hidden sugars in Australian diets and shopping trolleys and this may well be the 'wake-up call' we needed to tackle some of the widespread issues with the nations oral health habits.

'Get Sugar Savvy' was this year's key message and was marked by the release of the annual progress report on Australia's Oral Health Tracker – the huge nationally collaborative approach released in 2018, informed by the National Study on Adult Oral Health – providing an important shared resource and a vital snapshot of our national dental health profile including some key areas needing improvement.

The report, Australia's Adult Oral Health Tracker 2020 ([bit.ly/ADA\\_tracker2020](http://bit.ly/ADA_tracker2020)) is also designed to keep us up-to-date with how the nation is tracking against the projected 2025 oral health targets planned in line with the World Health Organisation (WHO) targets for global prevention and reduction in chronic diseases for the same year.

This also aligns with the Federal Government announcement in June 2020 that the National Partnership Agreement (NPA) on Adult Dental Service has been granted a further one year interim extension to help address these areas.

On Wednesday 5 August 2020 I was interviewed by Narelle Graham on **ABC Radio 891** drive-time afternoon show regarding the Dental Health Week message and the effects of COVID-19 (COVID) on the oral health of South Australians.

Adult Oral Health Tracker 2020 ADASA confirmed the serious concern that there will be a spike in tooth decay and other oral health problems post COVID. Before the onset of COVID the nation's oral health was heading in the wrong direction and this was supported by the alarming statistics from the Oral Health Tracker:

- adults who have had dental check-ups in the last 12 months - surveyed at 48.8% well short of the 61% target for 2025.
- the number of adults (aged 15 and over) with untreated tooth decay increased sizeably from a quarter of adults to a third (25.5% to 32.1%) well above the 2025 target of 20.4%.

- adults with periodontal pockets > 4mm also increased from 19.8% to 28.8% (2025 target is 16.8%) and
- adults reporting toothache in the last 12 months rose by one quarter, from 16.2% in 2018 to 20.2% in 2020 (2025 target is 14.9%).

These oral health conditions are largely preventable and yet they have increased in prevalence.

Since the pandemic, community restrictions have meant that people have been spending more time at home, experiencing altered lifestyle habits and this often has included increased snacking.

This combined with a significant decline in visits to the dentist with the COVID dental practice restrictions, postponement of health check-ups and deferral of treatment, will only further adversely impact oral health.

For this reason this year's campaign was very timely and encouraged people to think about their oral health habits and ensuring they become sugar detectives when it comes to hidden sugars especially.

***"No matter how long the winter, spring is sure to follow." – Proverb***

On a positive note, risk factors and population statistics trending in the right direction according to the progress report were shown to include:

- the proportion of the population with access to optimally fluoridated drinking water is at 89% trending towards the 2025 target of 95%
- adults who brush their teeth twice daily is at 53 % which is only 3% short of the 2025 target
- daily smokers in the population aged over 14 shows a steady downward trend from 12.2% to the 2025 target 5%
- long term risky alcohol drinkers in the population aged over 14 is 17.7% heading closer to the 2025 target 13.7%

The most significant achievement of the report is adults are keeping their teeth longer with the percentage of adults with severe tooth loss (meaning fewer than 21 teeth) is reported at 10.2% well beyond the 2025 target of 15.5% .

The ongoing impact of COVID however may also further result in an adverse influence on such positive trends.

## Sugar

The only source of sugar needed in our diet and considered natural is when it is part of whole fruits and vegetables or dairy products such as milk. Foods and drinks with high sugar content do not need to be in our diet and we can survive without these foods. Sugar consumption is a concern not only in discretionary foods such as cakes but also foods we do not expect to have high sugar content such as breakfast cereals and store-bought sauces eg marinades which are added and hidden.

In the 1980s there was a move away from eating fats which were villainized at the time, and to include more refined

carbohydrates in our diet. However, in many cases now it is the amount of carbohydrates, most prominently sugar which is doing more harm than fats in our diet.

For tooth decay and gum disease, the causes such as poor oral hygiene and free sugar consumption need to be targeted. Sugar is a main causative factor in the development of tooth decay, the most common non-communicable chronic disease in the world. It is as addictive as nicotine and is clearly having a detrimental effect on the health and oral health of Australians. Australian Dietary Guidelines recommend limiting the intake of foods and drinks containing added sugars, especially sugary drinks due to the link between them and increased risk of weight gain and tooth decay.

For many Australians, free sugar consumption is still well above the WHO's recommended 6 teaspoons (24 gms) per day limit of the total daily energy intake. One third of children have experienced tooth decay before 5-6 years of age and one third of Australian adults have untreated tooth decay. Over 35% of energy intake in Australia is from discretionary foods such as confectionary, chocolates and sugary drinks.

Not only do individual consumer behaviours need to change including the reinforcement of oral hygiene measures but so to, the promotion of measures forcing change with business and industry and government policies affecting oral health and highlighting the adverse effect of added sugar

Measures include lobbying the government to create a levy on sugar sweetened beverages, educating about the harmful effects of sugar and addiction, include powerful and hard hitting

multimedia awareness strategies, reduction in advertising time and space especially with children- focussed television and websites, helping consumers better interpret food labels and understand where hidden sugars lurk.

Urgent sugar strategies for implementation by Government and Organisations

- Impose a sugar levy on all sugar sweetened beverages including fruit juices.
- Launch a multi-media awareness campaign across TV, radio, print and online to show the public the damaging effects of sugar and increase their understanding of its dangers.
- Reduce environmental cues and accessibility, such as nozzle ads at service stations and confectionary located at supermarket checkouts, to protect our children and those who are addicted.
- Australia's health star rating system needs to be mandatory (these ratings show consumers how healthy a product is). Manufacturers of unhealthy, sugar-laden products are unlikely to put a low rating on their products.
- Reduce the number and frequency of ads for sugary foods and drinks on government owned infrastructure such as buildings, trams and trains.
- Ban advertisements for confectionary and sugary drinks on free to air TV when children are watching.
- Consider strategies such as warnings on products the way they do on tobacco.
- Clearer sugar information on food labels so the information can be more easily read and understood e.g. mandatory inclusion of added sugars on Nutritional Information Panels as well as sugar content depicted by images such as the number of sugar

cubes displayed on a label to show level of sugar content.

## ADA Position - Sugar tax

The ADA shares the same views as Dr James Muecke, the 2020 Australian of the Year and believes the introduction of a levy on sugary drinks in Australia could improve diets and reduce chronic diseases including diabetes (over 10% of the population suffer Type 2 diabetes) and tooth decay. The government needs to step up and reduce such trends and ADA has been lobbying the government to introduce such a levy for many years. Many international studies have shown that a sugar tax can reduce purchase and consumption amounts and an Australian modelling study confirms that a 20% tax on sugary drinks could result in a 12.6% decline in consumption of sugary drinks. Sugary drink taxes in other countries have shown not to affect local industries such as sugar cane farmers. Currently 80% of Australia's sugar production is exported overseas so that shouldn't be a reason not to introduce it. The monies raised from a levy on sugary drinks should go towards health promotion programs on healthy eating and nutrition and helping people understand the addictive nature of sugar.

To date the government has not introduced a tax on sugar given tooth decay, diabetes and other health issues related to sugar have been on the rise. There are a range of factors at play here, primarily these include:

- There are concerns of job losses in the sugar industry – yet many international studies have shown this is not to be the case.
- Loss of revenue to the government.
- A loss of votes – the sugar cane industry falls in several marginal Federal seats.
- There are several powerful lobby groups that have a serious impact on the

government's thinking.

- 40-year misinformed belief that fat is a major culprit in the nation's poor health not sugar – the government needs to be informed about the detrimental effects of sugar.

A total of 17 international studies have shown that a sugar tax can reduce purchase and consumption. Evidence from the US, Mexico, Chile, Spain and France shows a 10% tax reduces sugar sweetened beverage (SSB) intake. In the United Kingdom, the SSB tax introduced in 2018 put a charge of 24p on drinks containing 8g of sugar per 100ml and 18p a litre on those with 5-8g of sugar per 100ml, aiming to reduce sugar consumption by persuading companies to reformulate their high sugar brands and avoid paying the levy.

In the event they don't reformulate, it's up to manufacturers to decide whether to pass the levy cost on to consumers. So far, the tax has been shown to be associated with a considerable impact on the soft drinks industry, particularly with regard to the amount of sugar in soft drinks. The percentage of drinks with sugar over 5g per 100ml fell from an expected level of 49% to 15%. There was little change in the product size or the number of products available to consumers.

The price of high sugar drinks increased after the implementation of the levy, but only by one third of the amount of the tax. A 20% tax on the price of an SSB (such as colas, sports drinks, bottled fruit juices and flavoured milks) in Australia could save our healthcare system \$2 billion a year in healthcare services and generate an average of \$400 million annually.

Surveys show 74% of 18-30 year old Australians support an SSB levy if the money raised goes to preventative programs

such as subsidising healthy food campaigns in poorer and Indigenous communities.

The impact of tax on sugar on Australian sugar cane industry has been considered and it is confirmed that 80% of Australia's sugar is exported while the Australian sugary drinks industry uses approximately 6% of Australian produced sugar. The estimated 15% fall in SSB consumption in response to an SSB tax will result in approximately a 50,000 tonne reduction in demand for Australian sugar from domestic SSB manufacturers (~1 per cent of all sugar produced in Australia), however there should be minimal impact on the price received by sugar producers and cane growers. Furthermore, studies from the US and Mexico where a sugar levy was introduced show there were no job losses in the sugar industry. An SSB tax will mainly result in more sugar being exported, rather than sold domestically, with a minimal impact on prices, according to a 2016 report by the Grattan Institute.

The ADA questions the Government's support for the Australian Beverage Council's commitment to decrease sugar by 20% by 2025 given this pledge is not binding and is not on target to be reached, currently sitting at 7%. The reduction is measured as an average amount across the industry's aggregated sales volume. This means many sugary drinks potentially will not need to be changed. A company could reduce its use of sugar simply by producing and selling more low-kilojoule soft drinks or bottled water. Of importance to note is that the UK made these types of reductions in two years whereas it is to be done over 7 years in Australia.

## ADA Policy-Sugar Levy

The Australian Dental Association supports the introduction of a sugar levy as one element of the

Australian Dental Association's Australian Dental Health Plan, in which the ADA calls on the Australian Government to:

- introduce a health levy on sugary drinks to increase the price by 20%;
- support a social marketing campaign to highlight the impact of sugary drinks on oral and general health and encourage people to reduce their consumption, and
- change food-labelling laws and ensure the requirement that added sugars be clearly listed on all packaged food and drink products through front-of-pack labelling.

### Dental Veterans' Affairs fee increase for dental and allied health items

The Department of Veterans' Affairs (DVA) fees for dental and allied health items and most medical services have been increased with an indexation of 1.5%, effective 1 July 2020. The updated fee schedule is available for viewing on the DVA website by accessing

<https://www.dva.gov.au/health-and-treatment/injury-or-health-treatments/health-services/dental-care/dental-services>

Any dentist, registered to provide services through the Medicare Benefits Scheme, is able to provide free or subsidised treatment to Australian Defence Force veterans eligible from DVA and who are issued with a Gold Card or White Card. Dentists with a Medicare provider number are still required to register with DVA when servicing the dental needs of eligible veterans.

To ensure greater security for patient and provider information and overall protection for Australia's health and aged care information, Services Australia is upgrading its digital channels and this is progressively being rolled out for Medicare Online, DVA and PBS online. Dental

health care providers will need to complete and update existing software to web compatible services, upgrade their hardware to work with updated software and access these channels using PRODA by no later than March 2022. More information about the upgrades is available at <https://www.servicesaustralia.gov.au/organisations/health-professionals/subjects/web-services-digital-health-and-aged-care-channels>

*“Spring is the time of plans and projects.”*

*Leo Tolstoy*

### Educational - CPD and Social – Fundraising Events

With the recent lockdown and ever-changing community restrictions, we now look forward more than ever to the mix of some travel, socialising and learning.

### Riverland Conference 16-17 October 2020

The ADASA Riverland conference is all systems go and is being held in picturesque Renmark on 16-17 October 2020. Offering approximately 9 hours of high-quality CPD in a scenic venue, it would also be a great chance to support regional South Australia.

The conference supported by Gold Sponsor BOQ Specialist, Guild Insurance, Austbrokers Terrace and 3M will feature Professor Ian Meyers as the keynote speaker and who is sponsored by GC Australia. ADASA's very own Dr Jim Ball will present on 'The Role of the Community Relations Officer - Dispute Resolution, Employment Skills and Communication'.

The conference event will culminate with a dinner on

Saturday night at Twenty Third Street Distillery and will provide an ideal opportunity to catch up with colleagues.

For more information and to register for this event please click on the link [Riverland Conference Registration Link](#)

### AUDSS Trivia for Timor Fundraiser 11 September 2020

East Timor located close Australia's northern sea border has a significant lack of access to even the most basic dental care. The Rotary/Lions East Timor Dental Project, founded in 2001 by Drs Terence Yuen and Richard Salter supports dental services in East Timor with a number of self-funded volunteers who have come forward to provide essential oral health services through this program.

Whilst volunteers are self-funded, this initiative does require support for essential dental supplies such as local anaesthetic, dental materials and equipment for the provision of oral health care to the local Timor communities and also train local nurses in Timor.

This year the Adelaide University Dental Students' Society (AUDSS) will be hosting the Trivia for Timor fundraiser to be held on Friday 11 September, 6.30pm - 11.00pm at Thebarton Community Centre.

COVID-19 has clearly made such events difficult but nevertheless arrangements have been made for this function to go ahead with the accommodation for social distancing measures. This event which is sponsored by Wright Evans Partners 'WEP' Accounting Services and Guild Insurance, was very successful last year and ADASA fully supports this charitable event.

I call for all members to show support by not only registering

for this worthwhile event but also generously donating items whether it be monetary, gifts, or products. For any donations, please email Derek Li Kwok Cheong, 2020 AUDSS Community Aid Executive Officer at [derek.likwokcheong@student.adelaide.edu.au](mailto:derek.likwokcheong@student.adelaide.edu.au) or mobile 0405 319 176 (refer to page 29 for further details)

All partners and friends are welcome to attend and support this cause and there will be an auction and raffle with prizes on offer.

Alcohol will also be available for purchase and BYO snacks are welcome. Tickets are \$15.00 per admission and a table of up to 10 may be purchased for \$110.00. To register please see <https://www.audss.org.au/trivia-for-timor-2020>

With the humanitarian lessons learnt with the impact of COVID-19 this is a great opportunity to give back to those less fortunate and promote oral health in those regions most in need. I look forward to seeing some familiar faces on the night!

### **ADASA Golf Day 20 November 2020**

ADASA is also pleased to announce this year's Golf Day sponsored by BOQ Specialist and to be held at the Kooyonga Golf club on Friday,

20 November 2020. All interested players are encouraged to register for this popular ADASA social event whether you have a handicap or not. For more information and to register for this event please click on the link [Golf Day Registration](#)

### **Alexander Room**

Moving forward and as we maintain a COVID safe environment, we look forward to members and the profession coming together. Should you be looking for a venue to hold a practice training session or workshop, the ADASA Alexander room is available to hire.

ADASA is set up to comply with the recommended the COVID-19 restrictions. Should you be interested please contact Sally Queale on [events@adasa.asn.au](mailto:events@adasa.asn.au) for more information.

### **FDI 2021**

Please be reminded that ADA Inc. will be hosting the annual World Dental Federation Conference in Sydney in September 2021 at the new Convention Centre in the revamped Sydney Darling Harbour precinct.

The COVID-19 pandemic has led to the unfortunate cancellation of the FDI Conference in Shanghai and as a result, the Sydney event will prove to be in demand more

than ever at both a national and international level. As the COVID-19 climate improves in Australia, the interest in such a world class educational program and premier national trade show will no doubt mean you will need to make time for this.

### **ADASA CEO Recruitment**

I wish to advise members that as of Tuesday 18 August 2020, CEO Dan Pawlyk is no longer with the Association.

On behalf of the SA Branch I would like to take this opportunity to thank Mr Pawlyk for his time with the Association and wish him well for the future.

Recruitment for a new CEO will commence shortly, and in the meantime please be assured that it is business as usual in the Branch office. We are fortunate that with a highly competent and motivated office staff we will continue to provide a professional and comprehensive service to our members during this transitional period and beyond.

***“A kind word is like  
a spring day.”  
Russian Proverb***



*Stronger Together*

**JOIN. RENEW. We're here for YOU**



# ADASA MEMBERSHIP

*Stronger Together*

We have compiled a list of services ADASA provides to support your career. Our full list of services and benefits are available at [www.adasa.asn.au](http://www.adasa.asn.au)



## MEMBER RESOURCES AND SUPPORT

- **Infection Prevention and Control** - queries, email Craig Anderson (ADASA Infection and Prevention Officer) [canderson@adasa.asn.au](mailto:canderson@adasa.asn.au) [https://www.adasa.asn.au/Public/For\\_Members/Infection\\_Control\\_Program](https://www.adasa.asn.au/Public/For_Members/Infection_Control_Program)
- **Practice Accreditation** - support, and assistance with Accreditation call our Membership team on (08) 8272 8111 or email [membership@adasa.asn.au](mailto:membership@adasa.asn.au)
- **Human Resources** - queries or support, call and speak to our HR experts - ADA HR Advisory Service on 1300 232 462 (Mon-Fri 8.30am-6.00pm) or email [hrhotline@ada.org.au](mailto:hrhotline@ada.org.au)
- Professional Indemnity Insurance, speak to our PI experts and enquire about membership discounts – Guild Insurance 1800 810 213
- **Dental Practice Resources** - visit the ADASA website to access valuable resources [www.adasa.asn.au/Public/For\\_Members/Resource](http://www.adasa.asn.au/Public/For_Members/Resource)
- **Employment support** - visit the ADASA website Jobs Board page [www.adasa.asn.au/Public/General\\_Information/Jobs\\_boards](http://www.adasa.asn.au/Public/General_Information/Jobs_boards), and review the annual Employers' Guide profiling graduating students, connections and introductions
- **PharmaAdvice** - Members can seek advice on a range of prescription and over-the counter medicine, nutritional supplements and health remedies, and their use both personally and in the practice. <https://www.ada.org.au/Membership-Services/Medicines-Information/>

PharmaAdvice

- **Complaints Management support and advice** - contact Jim Ball, ADASA CRO via email [jball@adasa.asn.au](mailto:jball@adasa.asn.au) or call (08) 8272 8111 on Wednesday afternoon after 2pm
- ADASA offers many services, discounts, incentives and exclusive benefits to its members. [https://www.adasa.asn.au/Public/For\\_Members/Benefits\\_and\\_Services](https://www.adasa.asn.au/Public/For_Members/Benefits_and_Services)



## LET PATIENTS KNOW YOU ARE AN ADA MEMBER

- Download the ADA Member logo from [www.ada.org.au](http://www.ada.org.au) for use on your website and email signatures. Refer to the guidelines of use, <https://www.ada.org.au/Advertise/Using-the-ADA-Member-Logo>
- Look out for your ADA member sticker in next month's ADA Inc magazine.





## WAYS TO CONNECT - CONTINUING PROFESSIONAL DEVELOPMENT

- Attend Study Club events and stay connected with colleagues.
- Attend events, workshops, webinars, register via ADASA website for CPD and networking opportunities  
<https://www.adasa.asn.au/Public/Events>
- Discounted rates for events, webinars, social activities applicable to ADA members
- Communication and up to date information on Dentistry through Dental Insights, Member updates and social media platforms, as well as the ADASA website [www.adasa.asn.au](http://www.adasa.asn.au)
- Advertising opportunities through Dental Insights, email Kristy Amato, (ADASA Publications Officer) [publications@adasa.asn.au](mailto:publications@adasa.asn.au)



## GET INVOLVED

- Join a Committee, simply email through your expression of interest to Nicola Khouri at [nkhour@adasa.asn.au](mailto:nkhour@adasa.asn.au) or call (08) 8272 8111.
- Nominate for Council, nomination forms are included in the October issue of Dental Insights
- Be part of the Mentoring program, become a mentor or mentee.

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- BDS Student Mentees will be invited to join in 3rd year
- Mentors can join at any time
- Volunteer with ADHF (Australian Dental Health Foundation) donating 30 minutes to treat a patient who is experiencing pain. If you feel you can help please contact Dianne Travers on [admsa@adhf.org.au](mailto:admsa@adhf.org.au)
- Contribute a clinical tip or article to Dental Insights – If you have discovered a clever clinical method, please share with colleagues by writing a clinical tip for publication in Dental Insights. To contribute, contact the Publication Team at [publications@adasa.asn.au](mailto:publications@adasa.asn.au)



## MENTAL HEALTH AND WELLBEING SUPPORT

- Our Member Assistance Program (MAP) provides counselling and well-being support to all ADASA members. You can feel comfortable with MAP as this service offers short term confidential and professional counselling to discuss any work or personal issues that are an inevitable part of life, Dominic Nelson, Masters of Counselling, BA (Psych.) Mobile 0419 861 530

# ADA HR ADVISORY: Finding, recruiting and keeping the right staff

**F**inding and recruiting new employees can be a challenging process for most practices. The challenge is not finding candidates but finding the right candidates for the role and for the practice. A highly qualified and skilled candidate may not be the right fit if they don't align to the culture and values of the practice.

On the other hand, finding the right job can be a frustrating process for candidates too, especially for new graduates who feel the pressure of starting in a practice that will break ground for establishing a successful career.

While many people struggle with recruitment, allocating the necessary time and resources to recruitment to ensure an informed, fair and transparent process is undertaken will, in turn, generate noticeable improvements in workplace culture, job satisfaction, and employee retention.

Practices often realise the unsuitability of employees within a few months of recruiting them. In most cases, it is indicative of the fact that the practice has not undertaken a proper process for finding and recruiting new staff. This article is a guide for employers and employees to go through an effective recruitment process.

## Creating the right image

Practices represent their image to candidates through the recruitment process and the strategies they undertake. It is therefore important to create an image that is representative of a practice's culture and vision to attract candidates who look for the same attributes in the workplace.

Professionals seeking job opportunities critically evaluate a practice through the public image it creates and choose to either show their interest or reject the practice based on the first impression it has created. To correctly market itself, a practice should ensure that all recruitment material including job descriptions, advertisements, and interview questionnaires, is coherent and designed for to depict their culture, the position and the candidate they are looking for.

## Defining the job:

Practices are strongly encouraged to invest time in defining the job before trying to find the employee for it. This would involve collecting necessary information regarding the duties, responsibilities, essential skills as well the work environment in which the employee is expected to perform. This analysis would enable a practice to develop the correct job description and subsequently any recruitment material from it.

## Devising the correct recruitment strategy

Depending on the area or locality a practice is situated in, a practice may find it quite useful to have a broad recruitment strategy that encompasses posting job advertisements on various mediums including, online recruitment portals, newspapers, the ADA's job boards, local university job boards and its website.

There is an increasing trend to post job advertisements on social media platforms to create a wider pool of candidates to select from. Some practices may find it more efficient to engage recruitment agents or agencies who provide tailor-made recruitment solutions for dental practices. The cost associated with this process may be justified against the speed to recruit and quality of the placement. Individuals in the profession may also wish to consider registering with a dental recruitment provider which may be able to source suitable roles on your behalf and advance your application.

In all cases, a practice should ensure that the job advertisement does not state requirements that could directly or indirectly discriminate against certain candidates. It is therefore important to have up to date knowledge of relevant state and federal anti-discrimination laws.

Taking the time to consider what type of candidate is needed will impact the compatibility of the individual

within the practice and the position. For example, if a graduate dentist is needed, a local university job board or contacting the university careers officer will help increase a practice's pool of appropriate candidates and success.

The Australian Dental Association has a job board online for each state that can be accessed and is a great recruitment resource. Other common online platforms include Seek and Indeed.

### Interview and Selection Processes

A job posting may attract various candidates to apply, however not all applications are relevant. Practices should shortlist candidates based on their relevance to the job description.

The interview should be approached as an opportunity for the practice, and candidate, to mutually assess the suitability of the role and workplace.

While candidates will be prepared to answer questions about themselves and their professional experience, practices should be equally prepared to promote the practice, workplace culture, and employment opportunities that are associated with the role. Transparency in the recruitment process will often enable candidates to identify an employer of choice which will lead to a reduction in poor recruitment placement.

The practice manager or the practice owner should make sure to ask open-ended questions during the recruitment process to encourage the employee to speak more and therefore showcase their personality. Similarly, a candidate should ask as many questions as possible to find out more about the practice and to assess their cultural fitness for the workplace. At this stage, the parties should also finalise the type of employment relationship they intend to enter into. This will give an opportunity to clearly articulate the expectations out of a particular role or job.

Professionals working in a dental practice are required to possess specific skills and therefore testing these skills during the interview process would be of great practical use. Testing is an effective way of identifying a candidate's work and communication profile and will also help assess how that candidate will perform within the existing team dynamic. Test work can be paid and unpaid depending on the nature and extent of the testing or demonstration required. If the trial involves no more than a very brief demonstration of the person's skills (e.g. during an interview) where they are relevant to a vacant position, then it can be unpaid. Where a candidate is required to do actual work on a patient or in the practice, this will need to be paid.

The interviewer should make and review notes from each candidate's interview to narrow down or to make the final selection.

### The importance of adopting an induction process.

A formal induction process for new employees is a vital part of the recruitment process. A good induction process will create a strong bond between the practice and the new employee, and increase the chances of retention. The practice should put in all efforts to welcome the employee and prepare them for their role. At this stage, employees should have access to all relevant manuals, policies, and procedures within a comprehensive employee handbook or induction pack.

New employees often lack confidence and tend to feel isolated during their first few weeks. Practices should introduce them to each team member at the practice and assign a buddy who will be critical during the early weeks of employment. An employee who feels welcome is more likely to perform well and adapt to the requirements of the practice than an employee who is unable to communicate with other team members.

### Keeping the right employee

Finding and recruiting the right employee is half the story, the other half is ensuring that the employee stays with the practice. Practices are strongly encouraged to develop an effective retention strategy for new employees. In addition to inducting a new employee through a formal process, this would generally involve providing the employee with regular training, feedback, attractive compensation, monetary and non-monetary benefits or incentives, personal recognition, and prospects of professional development. Creating a work-life balance is also an essential factor in ensuring employee retention.

We know that recruitment take time, however, effectively planning and executing the recruitment process will ensure that practices are recruiting for success which will ultimately see improvements in engagement, productivity, retention, and workplace culture.

***For further information or assistance in relation to finding, recruiting and keeping the right employees please do not hesitate to contact the ADA HR Advisory Service on 1300 232 462***





# ADASA Mentorship Scheme



# Mentoring program provides benefits for all

The ADASA Mentorship Scheme is a valuable program providing benefits to all involved.

The primary aim of the scheme is to put dental students in touch with dental health practitioners for help and advice which may not be available elsewhere. The Mentorship Scheme is an ADASA initiative and supported by the University of Adelaide Faculty of Dentistry. Groups of three or four mentees are allocated to a mentor all of whom are ADASA members.

Dr Joshua Tirrell is involved in the mentor program.

He said that it is invaluable for students to see how a private practice operates and to be exposed to equipment and materials that they may not have come across at the dental hospital.

“We take great pride in the work we do but naturally not many people actually get to see our work. It is very satisfying to be able to show and discuss the work we do, how we do it with an enthusiastic dental student,” said Dr Tirrell.

“We gain a vast amount of knowledge over years of practicing dentistry and it is exceptionally fulfilling to be able to share some of this knowledge with the next generation of dentists,” he said.

The program runs over five years and is designed to offer support and encouragement to Bachelor of Dental Surgery (BDS) students in years three, four and five of their degrees and into the first and second years as a practising dentist. ADASA is currently seeking to boost its numbers of mentors and mentees.

If you think this is something you'd like to explore, please contact Sally Queale at [events@adasa.asn.au](mailto:events@adasa.asn.au) for more information.

## What you can expect

### MENTORS

#### Benefits

- It's very rewarding to share your expert knowledge with enthusiastic students who are keen to learn and appreciative of your time.
- It's a great way to connect with the “next” generation of our profession.

#### Expectations

- The level of interaction between a mentor and mentee is completely up to each mentor and mentee.
- Students are encouraged to spend at least a 1/2 day per semester visiting their mentor at their practice (i.e. 2 visits per year).

### What type of assistance would a mentee ask of me?

- Typically students are keen to observe the procedures and techniques they have been learning about being performed by their mentor
- This is a great way for mentors to show students clinical techniques or equipment that they may not have been exposed to at University
- Students will often ask to visit their mentor when they are rostered out of clinic
- Students will often ask about treatment that they have seen their mentor carry out
- Students will often ask for their mentors advice when considering job options when they near graduation.

### How many Mentors can be involved in the program?

- There is no limit on either and most mentors have several mentees, so the more mentors we have join the program, the better the ratio of mentors to mentees.

### STUDENTS

#### Expectations

- The level of interaction between a mentor and mentee is completely up to each mentor and mentee.
- Students are encouraged to spend at least a half day per semester visiting their mentor at their practice (i.e. two visits per year).
- Once initial contact has been made by the mentor you, the mentee will be expected to keep regular communication with your mentor.

### What type of assistance can I ask of my mentor?

- Mentors not only provide clinical support but can also assist with various other professional matters.
- Mentors can assist with study requirements and provide opportunities for observation.
- Your mentor will form part of your professional network of practising dentists.



# ADA to add oral health voice to landmark review of nutrition in Aged Care

In an important recognition of the link between poor nutrition and oral health, the ADA has been invited to join the Working Group for the National Congress on Food, Nutrition and the Dining Experience in Aged Care to be held in November this year.

The Congress, which will bring together a representative group of homes, providers, policy makers, academics, and experts from around Australia and the world to discuss food, nutrition and the dining experience in aged care, will be held under the aegis of the Maggie Beer Foundation (MBF) which has been awarded the contract to conduct the landmark event by the Department of Health.

The objective of the congress is to find innovative options to improve nutrition and the food experience for our elderly in aged care services – something that is not a huge regulatory burden and encourages better practice.

Prior to this event, the MBF is undertaking a comprehensive review of the food and the dining experience in aged care homes in Australia which involves a confidential survey of current practices which it is believed is the first of its kind across the entire country.

In tandem with this, MBF will conduct a literature review to provide rigorous academic perspective on the relationship between nutrition and quality-of-life, which of course includes maintenance of good oral health, in older residents of long-term facilities and the factors that have a bearing on this relationship.

The Congress is part of a review of the care provided in Australia's aged care facilities which have been under the spotlight during the Royal Commission into Aged Care Quality and Safety

The ADA has contributed on two occasions, believing evidence-based recommendations will go a long way towards improving both the quality and safety of oral and dental health care provision for older people accessing aged care services.

# HOW MUCH SUGAR IS HIDING IN YOUR TROLLEY?

## Dental Health Week 2020

“How much sugar is hiding in your trolley?” was the theme of this year’s Dental Health Week.

And while it was very difficult to attract mainstream media attention, due to the coverage of the ongoing pandemic, there was plenty of online coverage of the week. Dental Health Week, which takes place in the first full week of August, is the Australian Dental Association’s major annual oral health promotion campaign. Its aim is to educate Australians about the importance of maintaining good oral health in every aspect of their lives. The ADA offered a wide range of resources including fact sheets, digital resources, posters and email campaign material.

Many South Australian dentists joined their colleagues interstate getting into the spirit of the week by posting online content about their activities. As you can see by the images, there are no rules when it comes to promoting Dental Health Week.



DENTALHEALTHWEEK.COM.AU | 3-9 AUGUST 2020



AustralianDentalAssociation



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AUSTRALIAN DENTAL ASSOCIATION



# Riverland Conference

To be held at The Renmark Club, 160 Murray Ave, Renmark, South Australia, this unique event spans two days and will offer those attending approximately nine hours of CPD.

**Day One** - Friday 16 October 2020, commences with lunch allowing delegates to arrive in the morning or the night before, followed by an afternoon session. At the conclusion of Friday's session you are invited to stay for welcome drinks.

**Day Two** - Saturday 17 October 2020, offers a full day, followed by dinner at 23rd Street Distillery, Renmark (at your own cost). A free bus to and from the dinner venue will be provided.

Plus a trade display will be provided by our conference sponsors.

## Dental dilemmas and debilitated dentitions - managing the everyday challenges of general practice dentistry

- Risk assessment and controlling the oral environment
- Tooth hypersensitivity and managing cervical lesions
- Restoration of the deep interproximal lesion in posterior teeth
- Curing lights and curing composites - getting the light right
- Conservative restoration of the worn dentition – optimising aesthetic and functional outcomes
- Fibre reinforced adhesive bridges for conservative replacement of missing teeth
- The end is nigh – minimally invasive management of cracked and compromised teeth
- Ageing patients and the ageing dentitions – where herodontics becomes an option

**Second Speaker** - Dr Jim Ball, Community Relations Officer, ADASA  
The role of the Community Relations Officer

- Dispute resolution
- Employment skills
- Communication



**KEYNOTE SPEAKER**

**PROFESSOR IAN MEYERS**

OAM, BDS, FICD, FADI, FPFA, FRADS

Keynote Speaker sponsored by



### Cost to attend

- \$430pp - ADA member dentist
- \$320pp - Staff (non-dentist) of ADA member dentist
- \$980pp - Non members

Register at [www.adasa.asn.au](http://www.adasa.asn.au)

Queries contact Sally Queale:

08 8272 8111

[events@adasa.asn.au](mailto:events@adasa.asn.au)

GOLD sponsor



ADASA would also like to acknowledge our sponsors for this year's event and their continued support of the Association

Bronze sponsor





# Riverland Conference registration form

(1 person per form)

Please send completed form to [events@adasa.asn.au](mailto:events@adasa.asn.au) or fax to 08 8272 4357

Name of attendee.....

Phone ..... Email.....

Postal address.....

ADA member dentist if you are staff of an ADA member dentist.....

Do you have a food allergy?.....

I am a (please tick applicable)

- Dentist
- Therapist / Oral Health Therapist / Hygienist
- Dental Assistant
- Practice Manager
- Other.....

**Registration Fee** (please tick applicable)

- \$430pp - ADA member dentist
- \$320pp - Staff (non dentist) of ADA member dentist
- \$980pp - Non ADA members

**Welcome drinks** - Friday 16 October - commences at the conclusion of Friday's session.

No cost to attend (included in your registration).

**Conference dinner** - 23rd Street Distillery - Saturday 17 October, 6pm - 10pm

(4 hour package includes tour, gin tasting, food and drinks), free shuttle bus provided. Places limited.

I wish to attend the dinner.

- 1 person @ \$95
- 2 people @ \$190 Name of second person.....

**DAY ONE Friday 16 October 2020**  
11.30am - Registration and lunch  
12.30pm - Speaker sessions  
5pm - Close then welcome drinks  
A trade display from event sponsors will be held during the conference

**DAY TWO Saturday 17 October 2020**  
9am - Speaker sessions  
4pm - Close  
7pm - Conference Dinner (for those who have booked to attend).

**A more detailed program will be available at the conference.**

**Don't forget to book your own accommodation**  
See ADASA website for details

## Payment details

I wish to pay (total) \$.....  credit card  cheque (enclosed)

VISA  MASTERCARD Expiry date...../..... CVW number.....

Card number.....

Name on card.....

Card holders signature.....

**Registration will close 5 October 2020**

# We're all better for working together

Sometimes, there's a lot that can be learned from nature. Luckily, there are few things more Australian than coming together when things get tough. And right now, communities across Australia are doing what they can to help each other through some challenging times.

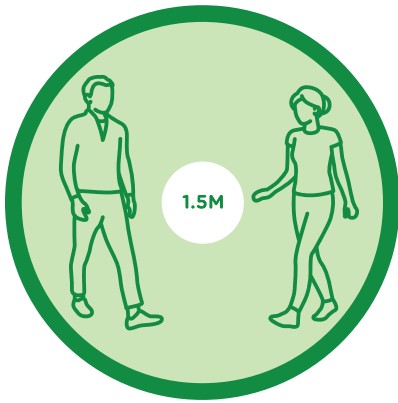
That's why Guild Insurance and ADASA have come together to help Australian dentists not only today, but well into the future. To find out how we're working towards a better tomorrow for you, and your practice, or to become part of our community, visit [guildinsurance.com.au/dentist](https://guildinsurance.com.au/dentist) or call us on **1800 810 213**.





Australian Government

# We are making some simple steps to **help stop the spread.**



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INDUSTRY CLEAN



CONTACTLESS PAY



CAPACITY LIMITS




COVIDSAFE APP

## BE COVIDSAFE

For more information about Coronavirus (COVID-19), please visit [health.gov.au](https://www.health.gov.au)





## Acknowledging and dealing with adverse outcomes in dentistry

Dentists need to acknowledge that adverse outcomes are an unfortunate, yet very real, aspect of dentistry. Although dentists may do all they can to avoid these outcomes, they won't ever be completely eliminated from dentistry, or any other area of healthcare. Therefore, it's vital that all dentists have considered how they'll manage an adverse outcome should the situation arise.

### What to do following an adverse outcome

One of the first steps a dentist must take when there's been an adverse outcome is to discuss this with the patient. It's acknowledged this is a very challenging thing to do, however it isn't optional. The Dental Board of Australia's Code of Conduct states that 'When adverse events occur, practitioners have a responsibility to be open and honest in communication with a patient'. It's well recognised that patients appreciate a healthcare professional being upfront and honest with them by informing them of what's occurred and what this means for their specific situation.

Many practitioners are hesitant to say sorry when informing a patient of an adverse outcome. There is often a concern that this may mean they've

admitted guilt and are then more likely to be held accountable. However, Australian legislation makes it clear that an apology is not an admission of liability. It's best to avoid statements such as "I'm sorry I've done this to you" as this may be considered an admission. An apology needs to be carefully worded and can be as simple as "I'm sorry this has occurred".

When having this conversation with patients, it's important to give them opportunities to ask questions. It needs to be a balanced two-way conversation, not just information given by the dentist. This will ensure the patient has a greater understanding of what's occurred and what the implications are for them. It also assists the patient in feeling part of the treatment process and decision making moving forward.

It's common to hear patients state that they want to know what the practitioner and practice is going to do to avoid a similar situation occurring again to either themselves or other patients. This means you need to explain to the patient what you'll do to understand why the adverse outcome occurred and what measures you'll put in place to reduce the likelihood of it happening again.

### Why are these conversations difficult?

It's not uncommon for a practitioner to struggle having this open and honest conversation with a patient following an adverse outcome. This isn't surprising given many people find it challenging to initiate difficult conversations.

In many cases the patient will know there has been a poor outcome as it will be obvious to them. In these cases, there is no avoiding the conversation as the patient will probably confront the dentist. However, there will be occasions where the patient isn't aware, such as when a file has fractured during RCT. There may sometimes be a temptation for a dentist to not inform patients of these cases, possibly thinking they don't need to know. However, this is not an acceptable way to practice. Patients have a right to be informed about their health outcomes and dentists have an obligation to keep them informed.

There are a number of reasons why a dentist may find these conversations challenging, such as:

- > Dentists may be concerned that informing patients of what went wrong and why may increase the likelihood of a formal complaint and demand for compensation.
- > The outcome may be a surprise to the dentist, leaving the dentist thinking “I never thought this would happen to me”. If the dentist is struggling to understand what went wrong and why, explaining it to the patient is going to be difficult
- > A dentist may be concerned they’re admitting to professional incompetence.
- > A dentist may be worried the conversation will lead to professional or financial repercussions for the dentist or practice.

### Benefits of a well handled adverse outcome

There are obvious benefits for both dentists and patients when a poor outcome is well managed.

When a patient has lodged a formal complaint about a health experience, it’s quite common for them to state that they’ve done so as a means for obtaining information and or an apology regarding what occurred and why. It seems that when a situation is not well explained to the patient, they may feel the need to take the matter further, such as a formal complaint, to get the information they need. It also seems that a patient may lodge a complaint when they feel their concerns have been dismissed and they haven’t received an appropriate acknowledgement or apology.

This is evidence of two things:

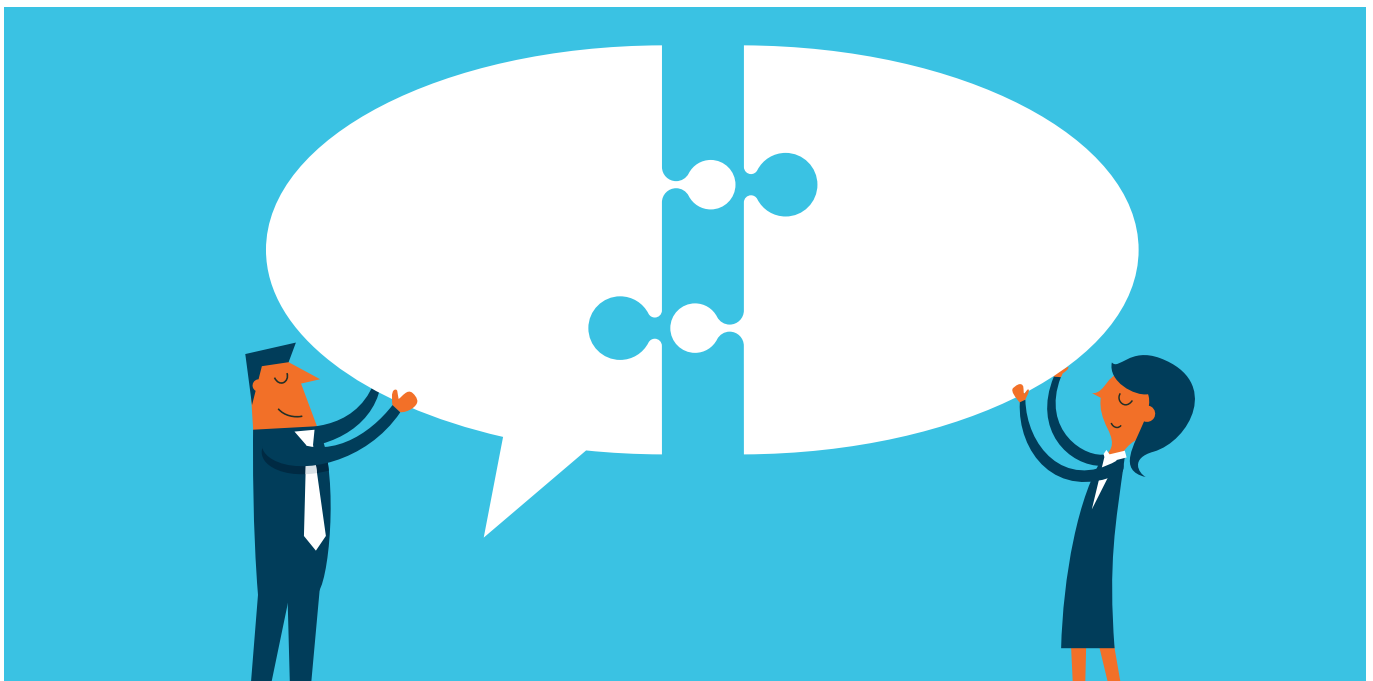
1. Patients don’t necessarily complain for financial or malicious means. It’s easy to assume that patients complain because they want to receive financial compensation or because they want there to be repercussions for the practitioner who has harmed them. Whilst these may be influential factors in some cases, they aren’t in all situations. There are situations where a patient complains simply to receive further information.

2. An open and honest conversation may prevent some complaints from occurring. If the patient feels the dentist has been up front with what’s occurred, has provided a commitment to rectify the situation and has provided information about how the situation will be prevented in future, many patients may not feel a need to formally complain. They may also be more likely to continue treatment with that dentist as the relationship and trust still exists.

### In summary...

Dentists need to remember that they have an obligation as a registered health professional to provide their patients with honest information following an adverse outcome. However, being obliged to do this shouldn’t be the only reason it’s done.

It’s well recognised that patients expect and appreciate this honest conversation. And having this conversation can go a long way towards the patient deciding whether or not to lodge a formal complaint and whether to continue being treated by that dentist.



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**BENEFIT**

## **HELP & ADVICE COMMUNITY RELATIONS OFFICER**

*This service is provided by your Association as an exclusive benefit for ADASA members*

**This highly valued, peer-to-peer service is part of your membership and offers all ADASA members confidentiality, experience, dental knowledge and general advice in a broad range of topics including:**

- Patient management
- Use of item numbers
- Clinical support
- Complaint management
- Mediation & conciliation

In addition to these services, as an authorised representative of Guild Insurance the CRO can respond and lodge incidents on behalf of the member allowing a seamless transition to further advice or claim process with Guild Insurance and in some cases Guild's legal team.



**Dr Jim Ball**  
**ADASA Community Relations Officer [CRO]**  
**Wednesday, 2pm - 5pm**  
**08 8272 8111 or [jball@adasa.asn.au](mailto:jball@adasa.asn.au)**



**Lisa Hickey+**  
Business Advisory



**Adrian Zoppa\***  
Financial Planning



**Mark Mullins\***  
Risk Insurance



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



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\*Lisa Hickey and Heang Lay are Representatives of Hood Sweeney Accounting & Business Advisory AFSL 485569

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

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[www.hoodsweeney.com.au](http://www.hoodsweeney.com.au)

AD-HealthTeam0620

## 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



Dental Computer/Technology Specialists

**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.  
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# Are you craving interaction, being social & group settings?

## ADASA live events are making a come back under COVID safe conditions

With isolation, quarantine, lockdowns and restrictions dominating the news it is quite nice to be able to discuss more positive and optimistic topics like travel, socialising and learning.

The ADASA Riverland conference is all systems go and is being held in picturesque Renmark on 16-17 October 2020.

This will also be a great chance to support regional areas. This conference will offer approximately 9 hours of high quality CPD in a wonderfully scenic venue. The conference dinner on Saturday night at Twenty Third Street Distillery will provide an opportunity to catch up with colleagues.

We would like to acknowledge BOQ Specialist as the Gold sponsor, GC Australia for sponsoring keynote speaker Professor Ian Meyers as well as Guild Insurance, Austbrokers Terrace, 3M, Hoodsweeney, Dentavision and Nobel Biocare for their continued support to help make this event a great success.

To find out more information and register for this event please click on the link below: [Riverland Conference Registration](#)

During these challenging times, we are reminded to take care of our mental health and check in with our colleagues. ADASA is offering a presentation which you can choose to attend in person or online.

This presentation will provide Member dentists and practice managers with information and take-home resources to help identify, assess, and manage risks to work-related psychological health and safety within their team.

The session will further outline what it means to create good mental health in the workplace. This is a free presentation and all Dentist members are welcome to attend.

To find out more information and register for this event please click on the link below: [Practice Managers Network Seminar - Psychological risk in the workplace.](#)

We are also pleased to announce this year's ADASA BOQ Specialist Golf Day is proceeding, to be held at the Kooyonga Golf Club on Friday 20 November 2020.

All players are encouraged to register for this annual social event whether you have a handicap or not. To find out more information and register for this event please click on the link below: [Golf Day Registration](#)

Lastly, if you are looking for a venue to hold a practice training session or workshop, the ADASA Alexander room is available to hire. ADASA is setup to comply with the recommended COVID-19 restrictions.

Please contact Sally Queale on [events@adasa.asn.au](mailto:events@adasa.asn.au) for more information.



# CPD & Events Calendar

All event details and registration is available on the ADASA website

[www.adasa.asn.au](http://www.adasa.asn.au)

For more information regarding any ADASA Events please contact

**Sally Queale**

08 8272 8111 or [events@adasa.asn.au](mailto:events@adasa.asn.au)



## SEPTEMBER 2020

8

### Study Club #4 - Webinar

Topic: Sleep Disordered Breathing and Obstructive Apnoea: The Dental Perspective

Tuesday: 6.30pm - 8.00pm  
ADASA Alexander Room

9

### HR Webinar

Presented by ADA HR for Members only

Wednesday: 7.30pm - 8.30pm

26

### Welcome to the Profession - Webinar

Presented by ADASA Recent Graduates Committee

BDS 5 Students

Saturday: 10.30am - 12Noon

## OCTOBER 2020

14

### Practice Managers Network Seminar/Webinar

Topic: Psychological risk in the workplace.

Wednesday: 6.30pm - 8.00pm  
ADASA Alexander Room

## OCTOBER 2020

16/17

### Riverland Conference

Friday & Saturday  
Renmark Club  
Renmark

21

### Study Club #5 (Webinar)

Topic: Crown & Bridge 101 Back to Basics - Part 2

Wednesday: 6.30pm - 8.00pm  
ADASA Alexander Room

23

### CPR (Full)

Presented by St John Ambulance Australia

Friday: 1.30pm - 4.30pm  
ADASA Alexander Room

## NOVEMBER 2020

20

### Golf Day

Friday: 12.30pm  
Kooyonga Golf Club

25

### AGM

Wednesday: 6.30pm - 9.30pm  
ADASA Alexander Room

## DECEMBER 2020

3

### Study Club #6 (offsite)

CAD / CAM Technology

4

### CPR (Full)

Friday: 1.30pm - 4.30pm  
ADASA Alexander Room

12

### Declaration Ceremony

Elder Hall

## MARCH 2021

19

NEW DATE

### Infection Control Seminar



## Study Club #4

**Tuesday 8 September 2020**

### **Sleep Disordered Breathing & Obstructive Sleep Apnoea: The Dental Perspective**

**Speaker Dr Paul Toumazos**

**For full details on this presentation and to register  
please visit the website: [www.adasa.asn.au](http://www.adasa.asn.au)  
Start time 6.30pm**

This is an ADASA member only event and you must be registered to attend. The Study Club will be delivered as both a seminar and webinar.

Choose your preferred option when registering.  
Queries contact Sally at [events@adasa.asn.au](mailto:events@adasa.asn.au)

## HR Webinar

**Wednesday 9 September 2020**

**7.30pm - 8.30pm**

This webinar, presented by Emily Fisher, Senior Workplace Relations Consultant, ADA HR, will include information on:

- Changes to the Health Professionals and Support Services Award 2020 and national minimum wage increase;
- Jobkeeper 2.0 – the extension of the Jobkeeper Scheme and changes to eligibility criteria;
- Employment contracts and HR policy essentials
- Q & A

## 2020 ADASA - BOQ SPECIALIST GOLF DAY

We invite you to a round of golf with your friends and colleagues. Both handicapped and non-handicapped players are welcome.

Due to the current restrictions and uncertainty there is no dinner at this years event. (Players will be notified if this changes).

Refreshments will be served and trophies awarded at the conclusion of play.

**Location** Kooyonga Golf Club  
**Date** Friday, 20 November 2020 | Tee off at 1pm  
**Cost** ADASA Kooyonga Members \$55 | ADASA Members: \$ 145 | Non Members: \$225

**We are pleased to announce this year's golf day is going ahead!**





*Practice Managers Network Seminar*

## Psychological risk in the workplace

Wednesday 14 October 2020

*This presentation will provide business owners and practice managers with information and take home resources to help identify, assess and manage risks to work-related psychological health and safety within their teams. The session will further outline what it means to create a positive mentally healthy workplace.*

**Speaker: Kylie Cocks - Health Workers Adviser, Peak Bodies and Associations, Business SA**

*This event will be held as both a seminar and webinar.*

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

**Time:** 6.30pm.

**Cost to attend:** No cost to attend.

This presentation is for members of the Practice Managers Network. ADASA dentist members are welcome to attend.

If you are a practice manager and would like to be part of the network please contact Sally Queale. Queries contact Sally Queale on 08 8272 8111 or email [events@adasa.asn.au](mailto:events@adasa.asn.au)



## Riverland Conference

**16 - 17 October 2020**

**REGISTRATION OPEN!**

ADASA invites you to attend this rural CPD event to be held in Renmark, in the picturesque Riverland region of South Australia.

**Keynote Speaker: Professor Ian Meyers**

**Presentation: Dental dilemmas and debilitated dentitions managing the everyday**

See ADASA website for full program and cost to attend  
[www.adasa.asn.au](http://www.adasa.asn.au)

**Queries contact [events@adasa.asn.au](mailto:events@adasa.asn.au)**



# Classifieds

## EMPLOYMENT



Westcare Dental in Port Adelaide are looking for a Dentist, 1 - 2 days a week.

Please send your resumes to [mtham@trinitywestcare.com.au](mailto:mtham@trinitywestcare.com.au) or call us on 8249 2070 for more details.



EMPLOYERS' GUIDE 2020



The Employers Guide is a yearly ADASA publication showcasing the education and interests of ADASA Year 5 Student Members graduating with their BDS degree from the University of Adelaide.

The Employers Guide is accessible by all ADASA Dentist members and serves as a useful guide for dentists looking for new employees.

TO BE RELEASED  
MONDAY, 14 SEPTEMBER 2020



## REAL ESTATE

### Selling or buying a practice?

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- Fully confidential sales process
- Registered buyers
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Dr E.C.

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

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ADELAIDE UNIVERSITY  
DENTAL STUDENTS' SOCIETY

**Adelaide University Dental Students' Society (AUDSS)**

School of Dentistry, Adelaide Dental Hospital  
The University of Adelaide, South Australia 5005

23 August 2020

To Whom It May Concern,

My name is Dr Angelo Papageorgiou, the President of the Australian Dental Association SA Branch. I write to you on behalf of **Adelaide University Dental Students' Society (AUDSS)**. The AUDSS is the sole student organisation of the School of Dentistry at the University of Adelaide, representing dental and oral-health students in South Australia. Since its foundation in 1919, the AUDSS has supported the professional development of students of the dental school, connecting students, staff, alumni and the health industry. The Australian Dental Association SA Branch and the AUDSS hosts events both big and small. The premier philanthropy AUDSS event for 2020 is **Trivia for Timor**.

**About Trivia for Timor**

East Timor, one of Australia's closest neighbours, suffers from a severe lack of dentists and dental services. In 2001, local South Australian dentists Drs Terry Yuen and Richard Salter established a basic dental clinic in Dili, East Timor with support from Lions Club of SA to provide basic dental care to underprivileged local residents. This clinic also serves as the base from which volunteers make outreach trips to remote towns and villages. Services are provided by volunteer dentists providing pro bono dental services. Volunteers include South Australian Dentists and dental students who donate their time and fund their own flights.

The continued operation of this program requires the collective support from the community, SA businesses, dental students, dentists and dental associations. The program has had a range of supporters including the Australian Army who donated a decommissioned troop carrier stationed in East Timor to allow access to remote villages in recognition of the valued services of the organisation.

**On Friday 11 September 2020**, we will be running a trivia and auction night called "**Trivia for Timor**" with all proceeds to support this vital program. We expect approximately ~ 150 dentists, dental students, other members of the community and partners to attend the sole fundraiser for this vital program with COVID-19 social distancing measures in place.

**Sponsorship Opportunity**

Supporting this event will generate much goodwill and improve brand awareness for your company amongst the dental community. **We are seeking donation of goods-in-kind which we can use as prizes or auction items for our various fundraisers.** In return for your goodwill, we will publicise your business's support in our associated event promotion, on social media (such as Facebook) to our large group of South Australian dentists and dental students. Acknowledgement will be given verbally on the night as prizes are drawn and awarded. A certificate of appreciation will be provided which can be displayed at your store. If

you provide business cards to us, we can also arrange for your business cards to be placed on tables at the event, as well as displayed on a projector screen throughout the night.

Your donation would be greatly appreciated and would contribute substantially to the success this community aid project.

We look forward to your contribution. Should your company be interested or require further information, please contact the AUDSS Community Aid Executive Officer Derek Li Kwok Cheong by email on [derek.likwokcheong@student.adelaide.edu.au](mailto:derek.likwokcheong@student.adelaide.edu.au) or 0405 319 176

Yours sincerely,



**Dr Angelo Papageorgiou**  
***BDS (Adel) FADI FPFA***  
**President**  
**Australian Dental Association SA Branch**



**Derek Li Kwok Cheong**  
**2020 AUDSS Community Aid Executive Officer**  
**Adelaide University Dental Students' Society**



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