

*Conditions of Employment of*  
**Visiting Dental Staff**  
*in the Teaching Hospitals in SA*

- 1981 -

AN AGREEMENT made this 20 day of One Thousand Nine Hundred and Eighty One BETWEEN THE SOUTH AUSTRALIAN PUBLIC SERVICE BOARD (hereinafter called "the Board") of the one part and THE AUSTRALIAN DENTAL ASSOCIATION SOUTH AUSTRALIAN BRANCH INC. (hereinafter called "the ADA" of the other part WHEREAS

1. Negotiations have taken place between the ADA and the Board and an agreement has been reached as to the terms and conditions of employment under which Dentists shall be appointed as Visiting Dental Staff in Teaching Hospitals.
2. It is agreed that those terms and conditions shall apply from the 13th October 1980.

NOW THIS AGREEMENT WITNESSETH that the parties agree that Visiting Dental Staff in Teaching Hospitals shall be appointed in the terms and conditions which are set out in the Schedule hereto.

**CONDITIONS OF EMPLOYMENT OF VISITING DENTAL STAFF IN THE  
TEACHING HOSPITALS IN SOUTH AUSTRALIA**

**1. Definitions**

- (a) "ADA" means the Australian Dental Association (South Australian Branch) Incorporated.
- (b) "Board" means the South Australian Public Service Board.
- (c) "Board of Management " means the Board of Management of a Teaching Hospital.
- (d) "Minister" means the Minister of the Crown to whom the administration of the Hospitals Act 1934 as amended is from time to time committed.
- (e) "Teaching Hospital" means Royal Adelaide Hospital, The Queen Elizabeth Hospital, Modbury Hospital, Adelaide Children's Hospital, Queen Victoria Hospital, FMC and any other hospital agreed by the Board and the ADA from time to time as being a teaching hospital for the purposes of these conditions.

**2. Parties Bound**

- (a) These conditions of employment shall apply to all Senior Visiting Dental Specialists, Visiting Dental Specialists, Senior Visiting Dentists and Visiting Dentists (together all hereinafter called Visiting Dental Staff) employed in a teaching hospital in the State of South Australia.
- (b) These conditions do not apply to any person in full time salaried employment of the South Australian Government, the Board, or any Board of Management.
- (c) These conditions do not apply to any person on the part time staff of the University of Adelaide when that person is carrying out duties for which he is being paid by the University of Adelaide.

**3. Classification**

- (a) Classification of Visiting Dental Staff shall be to the levels of Senior Visiting Dental Specialist, Visiting Dental Specialist, Senior Visiting Dentist or Visiting Dentist. It is intended that appointments as Senior Visiting Dental Specialist be restricted to persons who are considered to have been of specialist status for not less than five years. It is also proposed that Visiting Dentists will be eligible for advancement to Senior Visiting Dentist after not less than ten years in practice.
- (b) The classification of Visiting Dental Staff to the various levels shall be determined the Board of Management. Should a dispute arise between any member of he Visiting Dental Staff and the Board of Management as to the classification of that member such dispute shall be determined by a joint committee comprising a representative of the South Australian Health

Commission, the Dental Board, the faculty of Dentistry of the University of Adelaide, the Royal Australian College of Dental Surgeons and the ADA. In such a case the Board shall request the Chairman, South Australian Health Commission to convene a meeting of the Committee for this purpose.

#### 4. Employment

The number of persons to be appointed to each classification of Visiting Dental Staff shall be determined by the Board of Management of the particular teaching hospital and approved by the Chairman, South Australian Health Commission.

#### 5. Appointment and Re-Appointment

- (a) In the absence of any expressed agreement in writing between the Board of Management and any individual member of the Visiting Dental Staff to the contrary the terms of appointment of Visiting Dental Staff shall be as follows:-

Senior Visiting Dental Specialists	3 years
Visiting Dental Specialists	1 year
Senior Visiting Dentists	1 year
Visiting Dentists	1 year

- (b) Whenever a Dentist is appointed to fill a casual vacancy in the Visiting Dental Staff he shall hold office only for the unexpired portion of the term of appointment of the Dentist in whose place he is appointed but shall be eligible for re-appointment.
- (c) Subject to sub-paragraph 5(d) hereof all Visiting Dental Staff shall be eligible for re-appointment.
- (d) Every member of the Visiting Dental Staff who attains the age of 60 years shall be entitled to retire but may continue in employment and be re-appointed until he attains the age of 65 years.

#### 6. Hours

- (a) Visiting Dental Staff shall be employed in Teaching Hospitals for up to 5 sessions per week averaged over a four week period. The approval in writing of the Minister shall be required if any member of the Visiting Dental Staff is to be appointed for more than 5 sessions per week.
- (b) Each session shall be a nominal half day of approximately 3 and one half hours.
- (c) Members of the Visiting Dental Staff shall be required to attend for duty at the hospital on such days and at such times as the Board of Management of the Hospital may appoint.
- (d) When it is necessary to visit urgent cases outside of appointed hours, any such visit duly recorded shall be regarded as part of that member's sessions of duty.

- (e) Each member of the Visiting Dental Staff shall sign his name in the record provided for the purpose upon each official visit to the hospital.

### 7. Duties

Members of the Visiting Dental Staff shall comply with the provisions of the South Australian Health Commission Act as amended, observe and conform to all laws and customs of the Dental profession, and fulfil and obey all lawful directions and orders of the Board of Management of the Hospital and the Chairman, South Australian Health Commission. Members of the Visiting Dental Staff shall not disclose, except to the Board of Management of the Hospital or to persons having lawful authority to require such disclosure, any professional secrets or information with respect to the Hospital or its patients.

### 8. Remuneration

	Hourly Rate		
	7/12/96 (6%)	7/6/97 (2%)	01/01/98 (2%)
Visiting Dental Officer/Specialist	66.10	67.30	68.70
Snr Visiting Dental Specialist	73.40	74.80	76.30
Visiting Dental Consultant	82.40	84.00	85.70

[Source: South Australian Health Commission (State) Enterprise Agreement, 1996 for Administrative, Professional, Technical, Supervisory, Ancillary and Related Support Staff dated 24/12/96]

- (b) An additional allowance of \$1200 pa (which shall apply independently of the number of sessions worked) shall be paid to a member of the Visiting Dental Staff who is designated by the Minister as head of a unit.
- (c) Payment shall be made every two weeks.
- (d) No payment shall be made for any leave as hourly payments include a loading of 20 per cent in lieu of leave.
- (e) The salaries referred to in sub-clause (a) hereof which include the 20 per cent loading referred to in sub-clause (d) hereof shall automatically be adjusted whenever a National Wage Case Decision of the Australian Conciliation and Arbitration Commission is applied to officers of the Public Service of this State.

## 9. Termination

The employment of a member of the Visiting Dental Staff may be terminated should he be convicted of any indictable offence. His employment shall cease should his registration be cancelled or suspended in accordance with Section 23 and/or Section 45 of the Dentists Act 1931 as amended.

## 10. Other Matters

### (a) Teaching

Members of the Visiting Dental Staff may be required to undertake teaching responsibilities but such responsibilities shall fall within his normal sessional periods.

### (b) Review

The terms and conditions of employment of members of the Visiting Dental Staff shall be reviewed by consultation between the Australian Dental Association (South Australian Branch) and the South Australian Public Service Board on receipt of an application by the ADA occasioned by any significant and relevant change in circumstances.

- (c) Members of the Visiting Dental Staff are employees and entitled to claim compensation in accordance with the Worker's Compensation Act, 1932-1969 (as amended).

## On-call and Recall Provisions - Visiting Dental Officers

On-call and recall benefits will be applied to Visiting Dental Officers when they participate in the provision of a formal, after hours emergency dental service on the following basis:

- (1) The on-call allowances to be applied to be the same as those prescribed in Commissioner's Determination No. 8, subject to the terms and conditions outlined therein. (This is consistent with the applying to Dental officers).

A copy of the Determination is enclosed.

- (2) The recall provisions to be applied to be the same as those prescribed in Commissioner's Determination No. 1, subject to the terms and conditions outlined therein, except that there shall be no rate of pay limit over which an officer becomes disentitled to recall payments. (This also is consistent with the provisions applying to Dental Officers).

|| Please note that work performed on the telephone will not attract any entitlement to recall payments.

A copy of the Determination is enclosed.

- (3) The rate of pay to be used for calculating recall payments to be the officers' substantive rate of pay, reduced by a factor of 20 percentum ( which is the quantum of loading built into the agreed Visiting Dental Officer salaries to compensate for the lack of leave benefits for the Group). Thus the actual rates of pay to be used for calculating recall payments will be -

	Hourly Rate		
	7/12/96 (6%)	7/6/97 (2%)	01/01/98 (2%)
Visiting Dental Officer/Specialist	52.88	53.84	54.96
Snr Visiting Dental Specialist	58.72	59.84	61.04
Visiting Dental Consultant	65.92	67.20	68.56

- (4) The date of operation of the new provisions to be on and from the beginning of the first pay week to commence on or after the 14 July 1993.

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