

PUBLIC SERVICE BOARD SOUTH AUSTRALIA

31 October 1980

The General Secretary
Public Service Association of South Australia Inc.
82 Gilbert Street
ADELAIDE SA 5000

WITHOUT PREJUDICE

Dear Sir

Re: Salaries and Conditions of Employment of Dental Officers
employed in the South Australian Public Service or the
South Australian Health Commission.

Further to its correspondence dated 7th October 1980 the Board makes the following offer in final settlement of the claim.

1. Salaries and Structure

The Board has taken note of the proposals put forward by the Dental Officers to rationalise the present Dental Officer classification structure, in particular:

- (a) that there should be no overlapping between ranges;
- (b) the Assistant Directors and the Orthodontist at the Dental hospital should be at the same classification level as the Principal Dental Officers in the Dental Health Branch;
- (c) that the Directors in the Dental Hospital should be at the same classification level as the Assistant Directors within the Dental Health Branch.

In regard to House Dentists the Board has considered the proposal that the classification should be amalgamated with the DO-1 classification which presently exists. Having considered the matter and having had the benefits of the comments of local management the Board is of the opinion that the classifications of House Dentist and also of Senior House Dentist, Dental Registrar and Senior Dental Registrar should remain, but that the basis of salary fixation be varied to reflect more accurately their level of work and responsibility.

The salaries and structure offered, therefore, are as follows:

<u>Classification</u>	<u>Salaries</u> <u>\$ p.a.</u>
House Dentist	14338
Senior House Dentist	16755
Dental Registrar	
First Year	19846
Second Year	20526
Senior Dental Registrar	
First Year	21875
Second Year	22596
Dental Officer Class 1 (DO-1)	17922
(Field Dentist – DHS	12933
Staff Dentist – Hospital)	19937
	20944
	21952
	22958
	23966
Dental Officer Class 1 (DO-2)	24507
(District Dentist, Tutor Dentist	25657
Field Dentist (with qualifications) – DHS	26500
Staff Dentist – Hospital	
Senior Dental Officer/Dental Specialist (DO-3)	27344
(Regional Dentist, Senior Tutor Dentist,	28245
Senior Dentist – Hospital, Dental	
Specialist – Hospital or DHS	
Principal Dental Officer/Senior Dental	29759
Specialist (DO-4)	
(Principal, School of Dental Therapy – DHS	
Principal Dentist Research and Evaluation – DHS	
Senior dental Specialist – Hospital)	
Director/Dental Administrator (DO-5)	31781
(Director, Dental Unit – Hospital,	
Dental Administrator – Hospital,	
Assistant Director – DHS)	
Senior Dental Administrator (DO-6)	31781
(Director, Dental Health Services)	

2. **Definitions**

The Board proposes that the definitions set out in Appendix 1 apply to Dental Officers.

3. **On Call and Recall**

It is proposed that the On Call and Recall provisions set out in the Memorandum to Permanent Heads No. 45 be available to Dental Officers employed in Hospitals, i.e.:-

(1) Officers who are rostered to be on call for a possible return to duty outside their ordinary hours of duty shall be paid the following allowances:-

(1) an officer, who is rostered to be on call for a night time shall receive an amount of \$2.90 for each night;

(2) an officer, who is rostered to be on call covering a full Saturday, Sunday or Public Holiday, or any day, that officer would normally be rostered off duty, shall receive an amount of \$5.75 for each day.

(ii) **Conditions**

(1) An officer concerned shall not be required to remain at home for the whole of the time of on call but may leave home, provided that the officer can be contacted by telephone and remain in reasonably close proximity to the most probable place of employment. Advice of the telephone contact must be given by the officer concerned prior to leaving home.

(2) If an officer on the call roster wishes to interchange with another officer on the roster, the officer may do so providing the approval of the officer-in-charge is obtained before normal finishing time.

(3) Should an officer rostered to be on call, be recalled, the officer shall in addition to the rates contained above, be entitled to receive the normal overtime provision that may apply to the officer's classification from time to time.

Provided that, in relation to the House Dentist/Dental Registrar group, the maximum overtime cut off limit as prescribed from time to time shall not apply. (Currently \$22172 per annum). The other barrier (currently \$17831) will continue to be applied. That is, where an officers salary exceeds \$17831 the hourly rate shall be calculated on the salaries quoted and no more.

(4) On call must only be authorised where it is essential that an officer be contactable after normal working hours at an officer's private residence or any other actually agreed place, and be available to return to duty within a reasonable time of being recalled. The need to have a formal on call roster should be carefully considered. For example, a work situation which involves perhaps one or two call outs per month does not justify, in the Board's view, the institution of a formal on call roster with its associated expense and restrictions of an officer's movements.

4. **Hours of Duty**

The ordinary hours of duty for an employee shall be 37 1/2 hours per week, Monday to Friday although some out of hours work will be required from time to time.

5. **Other Conditions**

All other conditions shall be in accordance with the terms and conditions of salaried employees of the South Australian Health Commission and where that document is silent on the matter, the Public service Act 1967 as amended, the regulations under that Act and the Administration Instructions, which are issued from time to time shall apply.

6. **Transitional Arrangements**

The proposed transitional arrangement to effect the restructuring are set out in Appendix 2.

7. **Date of Operation**

The salaries and conditions detailed in this offer shall be operative from Monday the 13th October 1980.

8. **Conditions of offer**

This offer is made subject to your Association agreeing to writing that:-

- (i) it is made in accordance with the Indexation Guidelines currently prescribed by the Australian Conciliation and Arbitration Commission and the South Australian Industrial Commission;
- (ii) the salaries proposed remove all anomalies and inequities (if any) and provide a firm base for the application of Indexation;
- (iii) the increases proposed will not be used as a basis for seeking variation for any other group except where there is an agreed parent classification nexus with the classifications included in this offer;

- (iv) the offer made in relation to the maximum overtime limit will not be used as a basis for seeking a variation of the prescription for any other group;
- (v) the salaries proposed reflect all changes in work value from the date of the last non-economic increase up to the present time;
- (vi) there will be no publicity on any agreement reached until Gazetta.

APPENDIX 1

DEFINITIONS

“House Dentist” shall mean a dentist who is normally a first year graduate, is registered with the Dental Board of South Australia and is appointed as such. A House Dentist shall, under supervision, be expected to –

- (i) have a clinical commitment of 8.5 sessions per week;
- (ii) perform a full range of dental work consistent with the concept of a general practitioner including Prosthetics, Restorative Dentistry, Endodontics, Pedodontics. Minor oral surgery and extractions;
- (iii) be rostered on call for minor dental emergencies after hours;
- (iv) be available for secondment to Consultants.

Appointments to be reviewed yearly subject to satisfactory performance.

“Senior House Dentist” shall mean a dentist who is a graduate, is registered with the Dental Board of South Australia and is appointed as such. A Senior House Dentist shall, under limited supervision be expected to perform the same range of duties expected of a House Dentist.

“Dental Registrar” shall mean a dental officer who –

- (i) has had at least two years clinical experience and is registered as a dental practitioner by the Dental Board of South Australia and has partially completed an approved post graduate dental qualification or other recognised qualification in an accepted speciality of dentistry; and
- (ii) is appointed as a Registrar.

“Senior Dental Registrar” shall mean a dental officer who –

- (i) has had at least two years supervised clinical training as a Registrar;
- (ii) has obtained an approved post graduate dental qualification or other recognised qualification in an accepted speciality of dentistry; and
- (iii) is appointed as such.

“Dental Officer Class I (DO-1)” shall mean a dental officer who –

- (i) has been granted registration as a dental practitioner by the Dental Board of south Australia; and
- (ii) is appointed as such.

“Dental Officer Class II (DO-2)” shall mean a dental officer who –

- (i) has had at least four years clinical experience and is registered as a dental practitioner by the Dental Board of South Australia; and
- (ii) has an approved post graduate qualification or other recognised qualifications; and/or
- (iii) is appointed as such.

“Senior Dental Officer (DO-3)” shall mean a dental officer who –

- (i) is registered as a dental practitioner by the Dental Board of South Australia; and
- (ii) has had at least eight years clinical experience; and/or
- (iii) is appointed as such.

“Dental Specialist (DO-3)” shall mean a dental officer who –

- (i) is registered as a dental practitioner by the Dental Board of South Australia; and
- (ii) has an approved post graduate dental qualification or other recognised qualification in an accepted speciality of dentistry; and;
- (iii) has had at least two years full time supervised training in that speciality; or
- (iv) is recognised within the profession of dentistry as having skills and experience in an accepted specialist area of dentistry; and
- (v) is appointed as such.

“Senior Dental Specialist (DO-4)” shall mean a dental officer who –

- (i) is a Dental Specialist in accordance with the definition; and

- (ii) has had at least four years clinical experience as a Dental Specialist; and
- (iii) is appointed as such.

“Principal Dental Officer (DO-4)” shall mean a dental officer who –

- (i) has had at least ten years relevant experience and is recognised as a dental practitioner by the Dental Board of South Australia; and
- (ii) has an approved post graduate dental qualifications or other recognised qualifications; and/or
- (iii) is appointed as such.

“Dental Administrator (DO-5)” shall mean a dental officer who –

- (i) has had at least ten years relevant experience and is recognised as a dental practitioner by the Dental Board of South Australia; and
- (ii) has had at least four years experience in health administration, public administration or business administration; and
- (iii) has an approved post graduate dental qualification or other recognised qualification; or
- (iv) is recognised within the profession of dentistry as having extensive skills and experience in dental administration; and
- (v) is appointed as such.

“Director (DO-5)” shall mean a dental officer who –

- (i) is a Dental Specialist in accordance with the definition; and
- (ii) is appointed as such.

“Senior Dental Administrator (DO-6)” shall mean a dental officer who –

- (i) is a Dental Administrator in accordance with the definitions; and
- (ii) is appointed as such.

Approved Post Graduate Dental Qualification or other Recognised Qualifications shall be as set out below:

Category 2

Appropriate qualifications for appointment as Senior Dental Registrar, Principal Dental Officer or Dental Officer Class II (with qualifications) include the following depending on the positions:-

- F.B.A.C.D.S.; F.D.S.B.C.S.; P.F.D.B.C.S.; or equivalent.
- B. D.S. (Hons.); B. Sc. Dent. (Hons.); M. Sc. (United Kingdom); or equivalent.
- Grad. Dip. Health Admin.; Grad. Dip. Bus. Admin. Grad. Dip. Public Admin.; B.H.A.; or equivalent.
- Dip. Ed.; Grad. Dip. Further Ed.; Dip. T.; B. Ed. or equivalent.
- Any Category 1 qualification.

Category 1

Appropriate qualifications for appointment as a Dental Specialist or a Dental Administrator include the following depending on the position:-

- M.D.S.; M.D. Sc.; M.P.H. or equivalent.
- D.D.S. (Aust.); D.D Sc. (Aust.); Ph. D.; or equivalent.
- D.O.S.R.A.C.D.S.; D. Orth. B.C.S.; or equivalent.