

ATTACHMENT 2

IN THE FAIR WORK COMMISSION

Matter No:
AM2014/204

Matter: Health Professionals and Support Services Award 2010

Applicant:
Dental Hygienists Association of Australia Ltd

WITNESS STATEMENT OF MS MICHELLE KUSS, MEMBER OF DENTAL HYGIENISTS ASSOCIATION OF AUSTRALIA LTD

I, **MICHELLE KUSS** [REDACTED], Occupation, Dental Hygienist, make the following statement with regard to the matter before Fair Work Commission, Health Professionals and Support Services Award 2010, Matter Number AM2014/204.

1. I graduated from TAFE SA in 1986. I am 55 years old. I am an independent woman who has still has a mortgage to repay before considering retirement.
2. I am currently employed as a Dental Hygienist in the private sector.
3. My salary is \$65 per hour on a permanent full time basis
4. My view is that market pay rates for Oral Health Therapists and Dental Hygienists would inexorably drift downwards to award minimum rates of pay, if these professions became covered by the Health Professionals and Support Services Award. Therefore, employees in these professions would be seriously disadvantaged by such a change from their current Award-free status.
5. My view is that my personal ability to continue to negotiate favourable wage rates and conditions with my employers would be seriously compromised if my profession became subject to award coverage, particularly the unsuitable Health Professionals and Support Services Award.
6. I am a member of the DHAA, as they represent me as a Dental Hygienist.
7. I am not a member of ADOHTA, as they do not represent my professional interests as a Dental Hygienist.
8. My view is that as a Dental Hygienist, my daily job duties are much more similar to a private sector dentist than to a public sector dental therapist. We provide a fee-for-treatment service and are remunerated on clinical performance and revenue generated.
9. The duties, tasks, functions and skills of a Dental Hygienist are to provide debridement, oral hygiene instruction, periodontal assessments and diagnosis, oral health education and counselling, maintain healthy implants, gums and teeth, supportive orthodontic procedures and to take intra and extra oral radiographs on patients of a diverse age group.
10. The duties, tasks, functions and skills of a public sector Dental Therapist are mainly to perform examinations, fillings, extractions, pulp treatments on primary school aged children and provide x-rays.

Dental Therapists are predominately employed in the public sector and are remunerated based on years of employment and/or hold a managerial position rather than being employed based on clinical performance.


11. The duties, tasks, functions and skills of a Dental Hygienist and an Oral Health Therapist in the private sector environment compared to a Dental Therapist are very different. There is a broader skill set that is required in private practice than in public sector dentistry.
12. My duties, tasks, functions and skills as a Dental Hygienist are much more closely aligned to a dentist than a dental therapist, because our professions are reviewed on our clinical performance, patient retention rate, revenue production, treatment plan acceptance and patient satisfaction. These review and accountability criteria are similar to private sector dentists, who are remunerated on the same principals.
13. I am aware from my own professional knowledge that the majority of a dentist's day-to-day job is spent performing preventive dentistry procedures, I would estimate approximately 70%.
14. Similarly, approximately 80% of my job role is to provide preventive dentistry procedures (such as scale and cleans, examinations and oral health counselling) to patients.
15. As a Dental Hygienist, I am reviewed on the same metrics as a private sector dentist and I perform mostly the same clinical procedures as a Dentist does. The duties of a private sector Dental Hygienist and a Dentist are very significantly different to a public sector Dental Therapist.
16. Employee Dentists in the private sector do not hold managerial positions and neither do private sector Dental Hygienists or Oral Health Therapists. We are employed as practitioners to provide clinical care for our patients.

I declare that this witness statement is true and correct:

Name: Michelle Kuss

Signature: 

Date: 27/02/2020

Signature of Witness: 

____Date: 27/02/2020

IN THE FAIR WORK COMMISSION

Matter No:
AM2014/204

Matter: Health Professionals and Support Services Award 2010

Applicant:
Dental Hygienists Association of Australia Ltd

WITNESS STATEMENT OF CHERYL DEY

I, Cheryl Louise Dey [REDACTED] Occupation, **Dental Hygienist** at **Straight Smile Centre** make the following statement with regard to the matter before Fair Work Commission, Health Professionals and Support Services Award 2010, Matter Number AM2014/204.

1. I graduated in 2006 from TAFE SA with an Advanced Diploma of Oral Health.
2. I have worked as a Dental Hygienist for 13 years in the private dental sector. I am currently employed as a Dental Hygienist by a private specialist orthodontic practice. Since I commenced employment, I have negotiated my own favourable terms and conditions of employment on the understanding that my occupation was award-free.
3. My salary is \$44.71 per hour on a permanent part time basis. This is some 25% higher than the highest award rate that I would most likely be classified under if I was covered by the Health Professionals and Support Services Award, namely Level 2, Pay Point 4 which is currently \$32.91 per hour.
4. My view is that market pay rates for Oral Health Therapists and Dental Hygienists would inexorably drift downwards to award minimum rates of pay, if these professions became covered by the Health Professionals and Support Services Award. Therefore, employees in these professions would be seriously disadvantaged by such a change from their current Award-free status.
5. My view is that my personal ability to continue to negotiate favourable wage rates and conditions with my employers would be seriously compromised if my profession became subject to award coverage, particularly the unsuitable Health Professionals and Support Services Award.
6. I am a member of the DHAA, as they represent me as a Dental Hygienist.
7. I am not a member of ADOHTA, as they do not represent my professional interests as a Dental Hygienist.
8. My view is that as a Dental Hygienist, my daily job duties are more similar to a private sector dentist than of a public sector dental therapist. We provide a fee-for-treatment service and are remunerated on clinical performance and revenue generated.
9. The duties, tasks, functions and skills of a Dental Hygienist are to provide debridement, oral hygiene instruction, periodontal assessments and diagnosis, oral health education and counselling, maintain

healthy implants, gums and teeth, supportive orthodontic procedures and to take intra and extra oral radiographs on patients of a diverse age group.

10. The duties, tasks, functions and skills of a public sector Dental Therapist are mainly to perform examinations, fillings, extractions, pulp treatments on primary school aged children and provide x-rays. Dental Therapists are predominately employed in the public sector and are remunerated based on years of employment and/or hold a managerial position rather than being employed based on clinical performance.
11. The duties, tasks, functions and skills of a Dental Hygienist and an Oral Health Therapist in the private sector environment compared to a Dental Therapist are very different. There is a broader skill set that is required in private practice than in public sector dentistry.
12. My duties, tasks, functions and skills as a Dental Hygienist are much more closely aligned to a dentist than a dental therapist, because our professions are reviewed on our clinical performance, patient retention rate, revenue production, treatment plan acceptance and patient satisfaction. These review and accountability criteria are similar to private sector dentists, who are remunerated on the same principals.
13. I am aware from my own professional knowledge that the majority of a dentist's day-to-day job is spent performing preventive dentistry procedures, I would estimate approximately 70%.
14. Similarly, approximately 80% of my job role is to provide preventive dentistry procedures (such as scale and cleans, examinations and oral health counselling) to patients.
15. As a Dental Hygienist, I am reviewed on the same metrics as a private sector dentist and I perform mostly the same clinical procedures as a Dentist does. The duties of a private sector Dental Hygienist and a Dentist are very significantly different to a public sector Dental Therapist.
16. Employee Dentists in the private sector do not hold managerial positions and neither do private sector Dental Hygienists or Oral Health Therapists. We are employed as practitioners to provide clinical care for our patients.

I declare that this witness statement is true and correct:

Name: Cheryl Dey

Signature: _____

Date: 28 February 2020

IN THE FAIR WORK COMMISSION

Matter No:

AM2014/204

Matter: Health Professionals and Support Services Award 2010

Applicant:

Dental Hygienists Association of Australia Ltd

WITNESS STATEMENT OF AMY MCDERMOTT, MEMBER OF THE DENTAL HYGIENISTS ASSOCIATION OF AUSTRALIA

I, Amy McDermott [REDACTED] Occupation-Dental Hygienist make the following statement with regard to the matter before Fair Work Commission, Health Professionals and Support Services Award 2010, Matter Number AM2014/204.

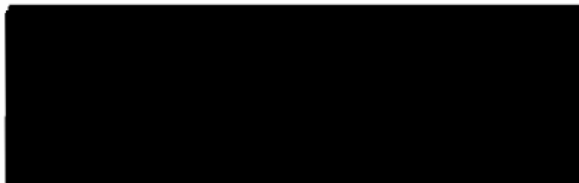
1. I graduated in 1998 from TAFE SA with a Diploma of Dental Hygiene. I am 48 years old and a sole parent to 2 dependants living at home.
2. I have worked as a Dental Hygienist for 20 years in the private dental sector. I am currently employed as a Dental Hygienist in a private practice 3 days per week and hold a locum role with defence health working across both Duntroon and Russell clinical sites. Since I commenced employment, I have negotiated my own favourable terms and conditions of employment on the understanding that my occupation was award-free.
3. My salary is \$65 per hour on a permanent part time basis in private practice and \$65.90 per hour as a casual locum with Defence. This is some 50% higher than the highest award rate that I would most likely be classified under if I was covered by the Health Professionals and Support Services Award, namely Level 2, Pay Point 4 which is currently \$32.91 per hour. Any reduction my current negotiated rates would have a significantly negative impact on my ability to maintain the mortgage, school fees and general standard of living we have had for the 17 years we have lived in Canberra. I would note it has taken a 20 year career to reach this kind of hourly rate.
4. My view is that market pay rates for Oral Health Therapists and Dental Hygienists would inexorably drift downwards to award minimum rates of pay, if these professions became covered by the Health Professionals and Support Services Award. Therefore, employees in these professions would be seriously disadvantaged by such a change from their current Award-free status.
5. My view is that my personal ability to continue to negotiate favourable wage rates and conditions with my employers would be seriously compromised if my profession became subject to award coverage, particularly the unsuitable Health Professionals and Support Services Award.
6. I am a member of the DHAA, as they represent me as a Dental Hygienist.
7. I am not a member of ADOHTA, as they do not represent my professional interests as a Dental Hygienist.

8. My view is that as a Dental Hygienist, my daily job duties are more similar to a private sector dentist than of a public sector dental therapist. We provide a fee-for-treatment service and are remunerated on clinical performance and revenue generated.
9. The duties, tasks, functions and skills of a Dental Hygienist are to provide debridement, oral hygiene instruction, periodontal assessments and diagnosis, oral health education and counselling, maintain healthy implants, gums and teeth, supportive orthodontic procedures and to take intra and extra oral radiographs on patients of a diverse age group.
10. The duties, tasks, functions and skills of a public sector Dental Therapist are mainly to perform examinations, fillings, extractions, pulp treatments on primary school aged children and provide x-rays. Dental Therapists are predominantly employed in the public sector and are remunerated based on years of employment and/or hold a managerial position rather than being employed based on clinical performance.
11. The duties, tasks, functions and skills of a Dental Hygienist and an Oral Health Therapist in the private sector environment compared to a Dental Therapist are very different. There is a broader skill set that is required in private practice than in public sector dentistry.
12. My duties, tasks, functions and skills as a Dental Hygienist are much more closely aligned to a dentist than a dental therapist, because our professions are reviewed on our clinical performance, patient retention rate, revenue production, treatment plan acceptance and patient satisfaction. These review and accountability criteria are similar to private sector dentists, who are remunerated on the same principals.
13. I am aware from my own professional knowledge that the majority of a dentist's day-to-day job is spent performing preventive dentistry procedures, I would estimate approximately 70%.
14. Similarly, approximately 80% of my job role is to provide preventive dentistry procedures (such as scale and cleans, examinations and oral health counselling) to patients.
15. As a Dental Hygienist, I am reviewed on the same metrics as a private sector dentist and I perform mostly the same clinical procedures as a Dentist does. The duties of a private sector Dental Hygienist and a Dentist are very significantly different to a public sector Dental Therapist.
16. Employee Dentists in the private sector do not hold managerial positions and neither do private sector Dental Hygienists or Oral Health Therapists. We are employed as practitioners to provide clinical care for our patients.

I declare that this witness statement is true and correct:

Name: Amy McDermott

Signature

A large black rectangular box redacting the signature of Amy McDermott.

Date: 28 February 2020