

AP779110CRV - Dental (Private Sector Victoria) Award 1998

This Fair Work Australia consolidated award incorporates all amendments up to and including 27 April 2007 (variation [PR976741](#)).

Note: This award was terminated on 21 July 2011 (see [PR511775](#)) in accordance with item 3 of Schedule 5 of the *Fair Work (Transitional Provisions and Consequential Amendments Act) 2009*.

Clauses affected by the most recent amendment(s) are:

- [17. Increased rates of pay](#)
- [21. Meal money](#)
- [31. Travelling, transport and fares - allowances](#)
- [33. First-aid allowance](#)
- [34. Uniform and protective clothing allowance](#)

About this Award:

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AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996
s.33 Action on Commission's own motion
(C No. 30549 of 1998)

Workplace Relations and Other Legislation Amendment Act 1996
Schedule 5 Item 49(1)

Victorian Hospitals' Industrial Association
(C No. 34158 of 1998)

DENTAL (PRIVATE SECTOR VICTORIA) AWARD 1996
(ODN C No. 31827 of 1992)
[Print N6126 [D0498]]

Dental workers

Health and welfare services

COMMISSIONER HINGLEY

MELBOURNE, 30 JUNE 1998

Allowable award matters.

ORDER

A. Further to the decision issued by the Commission on 30 June 1998 [Print Q2509], the above award is varied as follows:

By deleting all clauses and appendices and inserting the following:

PART 1 - PRELIMINARY

1. TITLE

This award shall be referred to as the Dental (Private Sector Victoria) Award 1998.

2. ARRANGEMENT

[2 amended by [PR970381](#)]

This award is arranged as follows:

Part 1 - Preliminary

1. Title
2. Arrangement [[PR970381](#)]
3. Anti-discrimination
4. Definitions
5. Operation of award
6. Incidence of award
7. Supersession, savings and transition

Part 2 - Award flexibility

8. Enterprise flexibility provision

Part 3 - Dispute resolution

9. Avoidance of industrial disputes [[R5484](#)]

Part 4 - Employer and employee's duties, employment relationship and related arrangements

10. Notification of classification
11. Contract of employment
12. Casual employment [[PR970381](#)]
13. Relationship to National Training Wage Award
14. Costs of training [[R4123](#)]
15. Redundancy [[PR953855](#)]
16. Notice of termination [[PR953855](#)]

Part 5 - Wages and related matters

17. Increased rates of pay [[PR976741](#)]
18. Supported wages for employees with disabilities [[PR968956](#)]
19. Higher duties
20. Payment of wages
21. Meal money [[PR976741](#)]
22. Superannuation

Part 6 - Hours of work, breaks, overtime, shiftwork, weekend work

- 23. Hours
- 24. Overtime
- 25. Weekend work

Part 7 - Leave of absence and public holidays

- 26. Annual leave [[PR970381](#)]
- 27. Personal leave [[PR970381](#)]
- 27A. Bereavement leave [[PR970381](#)]
- 28. Parental leave [[PR970381](#)]
- 29. Public holidays
- 30. Jury service

Part 8 - Transfers, travelling and working away from usual place of work

- 31. Travelling, transport and fares - allowances [[PR976741](#)]

Part 9 - Accident pay, first aid allowance, uniform and protective clothing allowance

- 32. Accident make up
- 33. First-aid allowance [[PR976741](#)]
- 34. Uniform and protective clothing allowance [[PR976741](#)]

Part 10 - Award compliance and union related matters

- 35. Posting of award

Appendix 1 - Accredited training

Appendix 2 - Shedule of respondents

3. ANTI-DISCRIMINATION

- 3.1** It is the intention of the respondents to this award to achieve the principal object in s.3(j) of the Workplace Relations Act 1996 through respecting and valuing the diversity of the work force by helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, natural extraction or social origin.
- 3.2** Accordingly, in fulfilling their obligations under the dispute avoidance and settling clause, the respondents must make every endeavour to ensure that neither the award provisions nor their operation are directly or indirectly discriminatory in their effects.
- 3.3** Nothing in this clause is taken to affect:
- 3.3.1** Any different treatment (or treatment having different effects) which is specifically exempted under the Commonwealth anti-discrimination legislation;
 - 3.3.2** Junior rates of pay, until 22 June 2000 or later date determined by the Commission in accordance with s.143(1E) of the Act;
 - 3.3.3** An employee, employer or registered organisation, pursuing matters of discrimination in any State or federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission.
 - 3.3.4** The exemptions in s.170 CK(3) and (4) of the Act.

4. DEFINITIONS

- 4.1 Award** shall mean the Dental (Private Sector Victoria) Award 1998.
- 4.2 Commission** shall mean the Australian Industrial Relations Commission.
- 4.3 Employee** means a person employed by a respondent to this award.
- 4.4 Employer** shall mean a respondent to this award listed in Appendix 2.
- 4.5 Union** shall mean the Health Services Union of Australia.
- 4.6 Experience** means experience in any dental workplace.
- 4.7 Accredited training** shall mean any course listed in Appendix 1.

5. OPERATION OF AWARD

This award shall come into force from 1 July 1998 and shall remain in force for a period of twelve months.

6. INCIDENCE OF AWARD

This award shall apply to and be binding on:

- 6.1** The Health Services Union of Australia in respect of its officers and each and every person employed who is a member or is eligible to be a member of the Union; and
- 6.2** Those employers listed at Appendix 2 - Schedule of respondents.

7. SUPERSESSON, SAVINGS AND TRANSITION

- 7.1** This award shall supersede all previous awards with respect to all employees covered by the classifications contained in it.
- 7.2** It is a term of this award that nothing arising from the creation of this award or consequential award variations shall operate so as to reduce the employment, remuneration or conditions of work or entitlements of any employee subject to this award relative to that which they enjoyed prior to the making of or variation to this award.
- 7.3** Notwithstanding the provisions of 7.1, where an employee has accrued long service and sick leave entitlements pursuant to the provisions contained in the Health and Allied Services - Private Sector Victoria Award 1995, that employee shall retain accrued long service leave and sick leave entitlements but shall accrue future long service leave and sick leave entitlements in accordance with the relevant act and this award.

PART 2 - AWARD FLEXIBILITY

8. ENTERPRISE FLEXIBILITY PROVISION

Where an employer or employees wish to pursue an agreement at the enterprise or workplace about how the award should be varied so as to make the enterprise or workplace operate more efficiently according to its particular needs the following process shall apply:

- 8.1** A consultative mechanism and procedures appropriate to the size, structure and needs of the enterprise or workplace shall be established.
- 8.2** For the purpose of the consultative process the employees may nominate the Union or another to represent them.
- 8.3** Where agreement is reached an application shall be made to the Commission.

PART 3 - DISPUTE RESOLUTION

9. AVOIDANCE OF INDUSTRIAL DISPUTES

- 9.1.1** A procedure for the avoidance of industrial disputes shall apply to the industry.
- 9.1.2** The objectives of the procedure shall be to promote the resolution of disputes by measures based on consultation, cooperation and discussion; to reduce the level of industrial confrontation; and to avoid interruption to the performance of work and the consequential loss of production and wages.
- 9.1.3** A procedure to three stages of discussion shall apply. These are:
- 9.1.3(a)** Discussions between the employee/s concerned and at their request the appropriate union shop steward/delegates, or authorised employee representative, and the immediate supervisor/s;
 - 9.1.3(b)** Discussions involving representatives from the State branch of the Union/s concerned, or authorised employee representative, and the employer organisation Branch representatives;
- 9.1.4** There shall be an opportunity for any party to raise the issue to a higher stage.
- 9.1.5** There shall be a commitment by the parties to achieve adherence to this procedure. This should be facilitated by the earliest possible advice by one party to the other of any issue or problem, which may give rise to a grievance.
- 9.1.6** Throughout all stages of the procedures, all relevant facts shall be clearly identified and recorded.
- 9.1.7** Sensible time limits shall be allowed for the completion of the various stages of the discussions; at least seven days should be allowed for all stages of the discussions to be finalised.
- 9.1.8** Emphasis shall be placed on a negotiated settlement. However, if the negotiation process is exhausted without the dispute being resolved, the parties may refer the matter to the Australian Industrial Relations Commission for assistance in resolving the dispute.
- 9.1.9** In order to allow for the peaceful resolution of grievances the parties shall be committed to avoid stoppages of work, lockouts or any other bans or limitations of the performance of work while the procedures of negotiation and conciliation are being followed.
- 9.1.10** The employer shall ensure that all practices applied during the operation of the procedure are in accordance with safe working practices and consistent with established custom and practice at the workplace.

9.2 Disciplinary procedure

[9.2 deleted by [R4123](#); [R5484](#) ppc 30Jun98]

**PART 4 - EMPLOYER AND EMPLOYEE'S DUTIES, EMPLOYMENT
RELATIONSHIP AND RELATED ARRANGEMENTS**

10. NOTIFICATION OF CLASSIFICATION

Every employer shall notify each employee in writing of his/her classification and terms of employment:

10.1 At the making of this award;

10.2 On the commencement of his/her employment; and

10.3 Upon any alteration to his/her classification;

11. CONTRACT OF EMPLOYMENT

- 11.1** All employees shall be either weekly employees or casuals. A weekly employee may be either a full-time employee or a regular part-time employee.
- 11.2** A full-time employee is one who is engaged to work 38 hours per week.
- 11.3** A regular part-time employee is a weekly employee who is rostered to work a regular number of ordinary hours each week less than 38 hours per week and shall be paid per hour one 38th of the appropriate weekly rate and pro rata entitlements.

12. CASUAL EMPLOYMENT

12.1 A casual employee is one who is engaged in relieving work or work of a casual nature and whose engagement may, subject to the *Workplace Relations Act*, be terminated by one hour's notice given by either party.

12.2 Casual employees shall be paid for all work done:

12.2.1 In any week in which two or more public holidays occur: Time and a half.

12.2.2 In any other week: Time and a quarter.

12.3 A casual shall be paid for a minimum of two hours.

[12.4 substituted by [PR970381](#) ppc 21Feb06]

12.4 The provisions of the following clauses shall not apply to a casual employee: clause 15 – Redundancy, clause 26 – Annual Leave, clause 27 – Personal Leave except in so far as it expressly applies to casual employees, clause 28 – Parental Leave except in so far as it expressly applies to casual employees, and Clause 30 – Jury Service.

13. RELATIONSHIP TO NATIONAL TRAINING WAGE AWARD

- 13.1** A party to this award shall comply with the terms of the National Training Wage Interim Award 1994 [L5189 [N0277]], as varied, as though bound by clause 3 of that award.
- 13.2** The terms of the National Training Wage Interim Award 1994, as varied, shall apply to the employment under this award for employers bound by that award.
- 13.3** Skill Level A determined by that award shall be the applicable rate for the purposes of employment covered by this award.

14. COSTS OF TRAINING

[14 varied by [R5484](#); Training title changed and substituted by [R4123](#) ppc 29Apr99]

- 14.1** Any costs associated with standard fees for accredited training as prescribed in 1 and 2 of Appendix 1 and prescribed textbooks incurred in connection with the undertaking of training shall be reimbursed by the employer upon production of evidence of successful completion of the course and of the expenditure up to a maximum of the weekly wage for a Dental Assistant Level 1.
- 14.2** Reasonable travel costs incurred by an employee undertaking training during working hours in accordance with this clause which exceed those normally incurred in travelling to and from work shall be reimbursed by the employer.
- 14.3** The employer shall not unreasonably withhold such paid training leave.
- 14.4** Where as a result of consultation between the employer and the employee/s concerned, it is agreed that additional training relevant to an employee's current or future duties, other than that prescribed in 14.1 above, should be undertaken by an employee, that training may be undertaken either on or off the job. Provided that if the training is undertaken during ordinary working hours, the employee concerned shall not suffer any loss of pay.

15. REDUNDANCY

[15 substituted by [PR953855](#) ppc 17Nov04]

15.1 Definitions

- 15.1.1 Business** includes trade, process, business or occupation and includes part of any such business.
- 15.1.2 Redundancy** occurs where an employer has made a definite decision that the employer no longer wishes the job the employee has been doing done by anyone and that decision leads to the termination of employment of the employee, except where this is due to the ordinary and customary turnover of labour.
- 15.1.3 Small employer** means an employer who employs fewer than 15 employees.
- 15.1.4 Transmission** includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and **transmitted** has a corresponding meaning.
- 15.1.5 Week's pay** means the ordinary time rate of pay for the employee concerned. Provided that such rate shall exclude:
- overtime;
 - penalty rates;
 - disability allowances;
 - shift allowances;
 - special rates;
 - fares and travelling time allowances;
 - bonuses; and
 - any other ancillary payments of a like nature.

15.2 Transfer to lower paid duties

Where an employee is transferred to lower paid duties by reason of redundancy the same period of notice must be given as the employee would have been entitled to if the employment had been terminated and the employer may at the employer's option, make payment in lieu thereof of an amount equal to the difference between the former ordinary rate of pay and the new ordinary time rate for the number of week

15.3 Severance pay

15.3.1 Severance pay - other than employees of a small employer

An employee, other than an employee of a small employer as defined in 15.1, whose employment is terminated by reason of redundancy is entitled to the following amount of severance pay in respect of a period of continuous service:

Period of continuous service	Severance pay
Less than 1 year	Nil
1 year and less than 2 years	4 weeks' pay*
2 years and less than 3 years	6 weeks' pay

3 years and less than 4 years	7 weeks' pay
4 years and less than 5 years	8 weeks' pay
5 years and less than 6 years	10 weeks' pay
6 years and less than 7 years	11 weeks' pay
7 years and less than 8 years	13 weeks' pay
8 years and less than 9 years	14 weeks' pay
9 years and less than 10 years	16 weeks' pay
10 years and over	12 weeks' pay

* **Week's pay** is defined in 15.1.

15.3.2 Severance pay - employees of a small employer

An employee of a small employer as defined in 15.1 whose employment is terminated by reason of redundancy is entitled to the following amount of severance pay in respect of a period of continuous service:

Period of continuous service	Severance pay
Less than 1 year	Nil
1 year and less than 2 years	4 weeks' pay*
2 years and less than 3 years	6 weeks' pay
3 years and less than 4 years	7 weeks' pay
4 years and over	8 weeks' pay

* **Week's pay** is defined in 15.1.

15.3.3 Provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

15.3.4 Service prior to 8 June 2004 shall not be taken into account in calculating an entitlement to severance pay for an employee of a small employer pursuant to 15.3.2.

15.3.5 Application may be made for variation of the severance pay provided for in this clause in a particular redundancy situation in accordance with the *Redundancy Case Decision* [[PR032004](#), 26 March 2004] and the *Redundancy Case Supplementary Decision* [[PR062004](#), 8 June 2004].

15.3.6 Continuity of service shall be calculated in the manner prescribed by clause 28.11.1(e).

15.4 Employee leaving during notice period

An employee given notice of termination in circumstances of redundancy may terminate his/her employment during the period of notice set out in clause 16 - Notice of Termination. In this circumstance the employee will be entitled to receive the benefits and payments they would have received under this clause had they remained with the employer until the expiry of the notice, but will not be entitled to payment in lieu of notice.

15.5 Alternative employment

15.5.1 An employer, in a particular redundancy case, may make application to the Commission to have the general severance pay prescription varied if the employer obtains acceptable alternative employment for an employee.

15.5.2 This provision does not apply in circumstances involving transmission of business as set in 15.7.

15.6 Job search entitlement

15.6.1 During the period of notice of termination given by the employer in accordance with 16.1, an employee shall be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.

15.6.2 If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee shall, at the request of the employer, be required to produce proof of attendance at an interview or he or she shall not receive payment for the time absent. For this purpose a statutory declaration will be sufficient.

15.6.3 The job search entitlements under this subclause apply in lieu of the provisions of 16.3.

15.7 Transmission of business

15.7.1 The provisions of this clause are not applicable where a business is before or after the date of this award, transmitted from an employer (in this subclause called the **transmittor**) to another employer (in this subclause called the **transmittee**), in any of the following circumstances:

15.7.1(a) Where the employee accepts employment with the transmittee which recognises the period of continuous service which the employee had with the transmittor and any prior transmittor to be continuous service of the employee with the transmittee; or

15.7.1(b) Where the employee rejects an offer of employment with the transmittee:

- in which the terms and conditions are substantially similar and no less favourable, considered on an overall basis, than the terms and conditions applicable to the employee at the time of ceasing employment with the transmitter; and
- which recognises the period of continuous service which the employee had with the transmitter and any prior transmitter to be continuous service of the employee with the transmittee.

15.7.2 The Commission may vary 15.7.1(b) if it is satisfied that this provision would operate unfairly in a particular case.

15.8 Employees exempted

This clause does not apply to:

- employees terminated as a consequence of serious misconduct that justifies dismissal without notice;
- probationary employees;
- apprentices;
- trainees;
- employees engaged for a specific period of time or for a specified task or tasks; or
- casual employees.

15.9 Incapacity to pay

The Commission may vary the severance pay prescription on the basis of an employer's incapacity to pay. An application for variation may be made by an employer or a group of employers.

15.10 Redundancy disputes

15.10.1 Paragraphs 15.10.2 and 15.10.3 impose additional obligations on an employer where an employer contemplates termination of employment due to redundancy and a dispute arises (a **redundancy dispute**). These additional obligations do not apply to employers who employ fewer than 15 employees.

15.10.2 Where a redundancy dispute arises, and if it has not already done so, an employer must provide affected employees and the relevant union or unions (if requested by any affected employee) in good time, with relevant information including:

- the reasons for any proposed redundancy;

- the number and categories of workers likely to be affected; and
- the period over which any proposed redundancies are intended to be carried out.

15.10.3 Where a redundancy dispute arises and discussions occur in accordance with this clause the employer will, as early as possible, consult on measures taken to avert or to minimise any proposed redundancies and measures to mitigate the adverse affects of any proposed redundancies on the employees concerned.

16. NOTICE OF TERMINATION

[16 - Termination of employment varied by [R4123](#) [R6326](#); title changed and substituted by [PR953855](#) ppc 17Nov04]

16.1 Notice of termination by employer

16.1.1 In order to terminate the employment of an employee the employer must give to the employee the period of notice specified in the table below:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

16.1.2 In addition to the notice in 16.1.1, employees over 45 years of age at the time of the giving of the notice with not less than two years continuous service, are entitled to an additional week's notice.

16.1.3 Payment in lieu of the prescribed notice in 16.1.1 and 16.1.2 must be made if the appropriate notice period is not required to be worked. Provided that employment may be terminated by the employee working part of the required period of notice and by the employer making payment for the remainder of the period of notice.

16.1.4 The required amount of payment in lieu of notice must equal or exceed the total of all amounts that, if the employee's employment had continued until the end of the required period of notice, the employer would have become liable to pay to the employee because of the employment continuing during that period. That total must be calculated on the basis of:

16.1.4(a) the employee's ordinary hours of work (even if not standard hours); and

16.1.4(b) the amounts ordinarily payable to the employee in respect of those hours, including (for example) allowances, loading and penalties; and

16.1.4(c) any other amounts payable under the employee's contract of employment.

16.1.5 The period of notice in this clause does not apply:

16.1.5(a) in the case of dismissal for serious misconduct;

16.1.5(b) to apprentices;

16.1.5(c) to employees engaged for a specific period of time or for a specific task or tasks;

16.1.5(d) to trainees whose employment under a traineeship agreement or an approved traineeship is for a specified period or is, for any other reason, limited to the duration of the agreement; or

16.1.5(e) to casual employees.

16.1.6 Continuous service is defined in clause 28.11.1(e).

16.2 Notice of termination by an employee

16.2.1 The notice of termination required to be given by an employee is the same as that required of an employer, save and except that there is no requirement on the employee to give additional notice based on the age of the employee concerned.

16.2.2 If an employee fails to give the notice specified in 16.1.1 the employer has the right to withhold monies due to the employee to a maximum amount equal to the amount the employee would have received under 16.1.4.

16.3 Job search entitlement

Where an employer has given notice of termination to an employee, an employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times that are convenient to the employee after consultation with the employer.

16.4 Transmission of business

Where a business is transmitted from one employer to another, as set out in clause 15 - Redundancy, the period of continuous service that the employee had with the transmitter or any prior transmitter is deemed to be service with the transmittee and taken into account when calculating notice of termination. However, an employee shall not be entitled to notice of termination or payment in lieu of notice for any period of continuous service in respect of which notice has already been given or paid for.

PART 5 - WAGES AND RELATED MATTERS

17. INCREASED RATES OF PAY

17.1 Rates of pay

[17.1 substituted by [R7518](#) [S8664](#) [PR906552](#) [PR924263](#) [PR941139](#) [PR958902](#); [PR968956](#) ppc 21Feb06; varied by [PR969961](#) ppc 08Mar06]

Classification	Rates per week
	\$
Dental assistant unqualified	536.00
Dental assistant 1	578.20
Clerk	578.20
Dental assistant 2	597.60
Receptionist/computer operator	597.60
Practice administrator 1	635.00
Practice administrator 2	715.00
Dental Hygienist/Dental Therapist	
1st year of experience after qualification	636.80
2nd year of experience after qualification	673.70
3rd year of experience after qualification	705.30
4th year of experience after qualification	745.10
5th year of experience after qualification	775.40
6th year of experience after qualification	806.00

17.1.1 Junior rates

[17.2 renumbered as 17.1.1 by [PR969961](#) ppc 08Mar06]

Employees less than 21 years of age shall be paid the following percentages of adult rates. These rates shall only apply to Dental Assistant - Unqualified, Clerk and Computer Operator.

1st Year of Experience	65%
2nd Year of Experience	75%
3rd Year of Experience	85%

17.2 Allowances

[new 17.2 inserted by [PR969961](#) ppc 08Mar06]

[17.2.1 substituted by [PR976741](#) ppc 01Dec06]

17.2.1 An employee who holds, and is required by the Employer to utilise the skills associated with:

- A Nationally accredited Level IV Certificate in Dental Radiography
- A Nationally accredited Level IV Certificate in Oral health Education
- A Nationally accredited Level IV Certificate in Assistance during General Anaesthesia and Conscious Sedation

shall receive an allowance as follows:

One Certificate IV Qualification	\$22.18
Two Certificate IV Qualifications	\$44.35
Three Certificate IV Qualifications	\$66.84

17.2.2 An employee who holds the qualifications and is registered by the Dental Practice Board of Victoria or its successor to practice as both a Dental Hygienist and Dental Therapist, and is required by the Employer to utilise the skills of both, shall receive a dual registered allowance of 7.5% of the wage rate for 3rd year of experience after qualification for the classification of Dental Hygienist/Therapist

17.2.3 An employee who is the only person employed as a Dental Hygienist/Dental Therapist shall be paid, in addition to the appropriate rate, an allowance per week at the rate of 5% of the weekly wage of 1st year of experience.

17.3 Classification Descriptors

17.3.1 Dental Assistant - Unqualified

17.3.1(a) Shall mean an employee who does not hold a Certificate level Dental Assistants qualification accredited by the Dental Assistants Education Council or equivalent.

17.3.1(b) Such an employee shall be provided with on the job experience and formal training to learn basic skills required of a dental assistant and to perform general duties as directed. The trainee Dental Assistant shall receive accredited training in Infection Control as soon as practicable.

17.3.1(c) Such an employee shall work under routine supervision, direction and control as appropriate and shall be provided with on the job experience to develop the following knowledge and skills:

17.3.1(c)(i) Knowledge of occupational health and safety principles including infection control;

17.3.1(c)(ii) Identification of surgery equipment and instruments;

17.3.1(c)(iii) Understanding of dento-legal requirements for dental assistants as prescribed under State Law.

17.3.2 Dental Assistant Level 1

- 17.3.2(a)** Shall mean an employee who possesses a Certificate in Dental Assisting from a course accredited by the Dental Assistants Education Council of Australia or equivalent.
- 17.3.2(b)** A Dental Assistant Level 1 shall perform the duties of a Dental Assistant as illustrated by the DAECA competencies.
- 17.3.2(c)** A Dental Assistant Level 1 shall work under routine supervision, direction and control, as appropriate and may be required to instruct other employees in the skills of this level or the levels below by means of personal instruction and demonstration.

17.3.3 Dental Assistant Level 2

- 17.3.3(a)** Shall mean an employee with the experience and/or qualifications of a Dental Assistant Level 1 who:
- 17.3.3(a)(i)** Is required to perform the duties specified in 17.3.5 Receptionist/Computer Operator; and/or
- 17.3.3(a)(ii)** Has five years' experience at a level which would be classified as Dental Assistant Level 1.
- 17.3.3(b)** A Dental Assistant Level 2 shall work under routine supervision, direction and control as appropriate and may be required to instruct other employees in the skills of this level or the levels below by means of personal instruction and demonstration.

17.3.4 Clerical Worker

- 17.3.4(a)** Shall mean an employee with no experience or training in Dental Assisting or Dental Nursing who is required to perform basic and routine clerical work and who has no supervisory or coordinating duties. At this level a range of duties may be performed including:
- Enter, update, remove and refile patient information in records system,
 - Process forms relating to practice procedures,
 - Handle and record payments made,
 - Issue receipts and initiate reminders concerning outstanding accounts,
 - Basic typing,
 - Stock orders,
 - Basic word processing of pro forma patients records, reports and referral letters,
 - Entry of data in financial records and journals, preparation of accounts payable for authorisation, posting of transactions to ledger.

17.3.4(b) A Clerical Worker shall work under routine supervision, direction and control as appropriate.

17.3.4(c) A Clerical Worker whose employment involves regular computer related duties, where those duties are an essential part of the function of the position and where the level of skill involved is multi-function administrative or batch processing shall be classified as a Receptionist/Computer Operator.

17.3.5 Receptionist/Computer Operator

17.3.5(a) Shall mean an employee with no experience or training in Dental Assisting or Dental Nursing who is appointed to perform routine computer and clerical work and who has no supervisory or coordinating duties. At this level a range of duties may be performed including:

- Reception, including the making and recording of patient appointments,
- Maintaining time and wage records, including calculations of wages and salaries,
- Routine financial clerical work including preparation of payment summaries and banking reports, reconcile debtors, creditors and general ledger accounts to balance, stock valuations and preparation of bank reconciliations,
- Use word processor to generate patient records, reports, referral, letters and to prepare various other documents required by the practice,
- Use and maintain a computer based records management system,
- Provision of information relating to the above duties to auditors and accounts.

17.3.5(b) An employee at this level could be expected to perform the duties of the clerical worker.

17.3.5(c) A Receptionist/Computer Operator shall work under routine supervision, direction and control as appropriate and may be required to instruct other employees in the skills of this level or the level below by means of personal instruction and demonstration.

17.3.6 Practice Administrator - Level 1

17.3.6(a) Shall mean an employee, appointed to supervise, train and/or coordinate employees. Indicative duties at this level may include:

- Prepare staff rosters,
- Apply a knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claim procedures, superannuation requirements and health fund schemes,

- Basic bookkeeping, including posting transactions to ledger and preparation of trial balance, preparation of end of period adjustment and transfers using general journal, reconcile general ledger accounts, preparation of financial/tax schedules for periodic tax requirements,
- Liaise with accountants and auditor in respect of the above duties
- Maintain an existing stock control system,
- Train staff, including induction training.

17.3.6(b) An employee at this level could be expected to perform the duties of the Levels below including the duties of a Dental Assistant and/or Receptionist/Computer Operator if the person has the necessary qualifications or experience.

17.3.6(c) A Practice Administrator - Level 1 shall work under minimal direction and control as appropriate and may be required to instruct other employees in the skills of this level or the level below by means of personal instruction and demonstration.

17.3.7 Practice Administrator - Level 2

17.3.7(a) Shall mean an employee appointed to supervise, train and coordinate employees. Indicative duties at this level may include:

- Administer of all aspects of the payroll of the practice, including specialists salary and payroll requirements, eg. eligible termination payments,
- Bookkeeping, including responsibilities for accounts payable and receivable, including debt management and preparation of accounts to final balance,
- Prepare financial and management reports as required,
- Recruitment of staff,
- Designing practice training programs,
- Supervise the delivery of staff training,
- Apply advanced word processing skills, originating correspondence and business documents for the practice,
- Use of software packages for various applications, including spreadsheet for assisting with costings and other financial planning of the practice,
- Assist in planning future resource and equipment needs of the practice,
- Design and implement the stock control system of the practice,
- Liaison with accountant and auditor in respect of the above duties.

17.3.7(b) An employee at this level could be expected to perform the duties of the Levels below including the duties of a Dental Assistant if the person has the necessary qualifications or expertise.

- 17.3.7(c)** A Practice Administrator - Level 2 shall work under minimal direction and control as appropriate and may be required to instruct other employees in the skills of this level or the level below by means of personal instruction and demonstration.

17.3.8 Dental Hygienist

[17.3.8 inserted by [PR969961](#) ppc 08Mar06]

- 17.3.8(a)** Shall mean an employee who has a Bachelor of Oral Health or equivalent as approved by the Dental Practice Board of Victoria (Dental Hygienist).
- 17.3.8(b)** To work as a Dental Hygienist in Victoria an employee must be registered as such with the Dental Practice Board of Victoria or its successor.
- 17.3.8(c)** The scope of practice shall be defined by the competencies achieved by the Dental Hygienist for which they have been formally educated in accordance with Part 3 of the Dental Practice Board of Victoria, Code of Practice as amended from time to time.

17.3.9 Dental Therapist

[17.3.9 inserted by [PR969961](#) ppc 08Mar06]

- 17.3.9(a)** Shall mean an employee who has a Bachelor of Oral Health or equivalent as approved by the Dental Practice Board of Victoria (Dental Therapist).
- 17.3.9(b)** To work as a Dental Therapist in Victoria an employee must be registered as such with the Dental Practice Board of Victoria or its successor.
- 17.3.9(c)** The scope of practice shall be defined by the competencies achieved by the Dental Therapist for which they have been formally educated in accordance with Part 3 of the Dental Practice Board of Victoria, Code of Practice as amended from time to time.

17.3.10 Other Classifications

[17.3.8 renumbered as 17.3.10 by [PR969961](#) ppc 08Mar06]

Where work conducted by a respondent to this award is of a classification which is not provided in this award but is provided in the Health and Allied Services Private Sector Victoria Consolidated Award 1995 then the rates of pay set by that] award shall apply to that work.

[17.4 substituted by [R7518](#) [S8664](#) [PR906552](#) [PR924263](#) [PR941139](#) [PR958902](#); [PR968956](#) ppc 21Feb06]

17.4 The rates of pay in this award include the arbitrated safety net adjustment payable under the *safety Net Review - Wages June, 2005* decision [PR002054]. This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required. Increases made under previous National Wage Case principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

17.5 Federal minimum wage

[17.5 substituted by [R7518](#) [S8664](#) [PR906552](#) [PR924263](#) [PR941139](#) [PR958902](#); [PR968956](#) ppc 21Feb06]

17.5.1 No employee shall be paid less than the federal minimum wage.

17.5.2 Amount of federal adult minimum wage

17.5.2(a) The federal minimum wage for full-time adult employees not covered by clause 17.5.4 [special categories clause] hereof is \$484.40 per week.

17.5.2(b) Adults employed under a supported wage clause shall continue to be entitled to receive title wage rate determined under that clause. Provided that such employees shall not be paid less than the amount determined by applying the percentage in the supported wage clause applicable to the employee concerned to the amount of the minimum wage specified in clause 17.5.2(a) hereof.

17.5.2(c) Adults employed as part-time or casual employees shall continue to be entitled to receive the wage rate determined under the casual and part-time clauses of this award. Provided that such employees shall not be paid less than the pro rata the minimum wage specified in clause 17.5.2(a) hereof according to the number of hours worked.

17.5.3 How the federal minimum wage applies to juniors

17.5.3(a) The wage rates provided for juniors by this award continue to apply unless the amount determined under clause 17.5.3(b) hereof is greater.

17.5.3(b) The federal minimum wage for an employee to whom a junior rate of pay applies is determined by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant amount in clause 17.5.2 hereof.

17.5.4 Application of minimum wage to special categories of employee

17.5.4(a) Due to the existing applicable award wage rates being greater than the relevant proportionate federal minimum wage, this clause has no application to employees undertaking a National Training Wage traineeship, an Australian traineeship, a Career Start traineeship, a Jobskills placement or an apprenticeship.

17.5.4(b) [Leave reserved for other special categories]

17.5.5 Application of federal minimum wage to award rates calculation

The federal minimum wage:

17.5.5(a) applies to all work in ordinary hours;

17.5.5(b) applies to the calculation of overtime and all other penalty rates, superannuation, payments during leave, long service leave and annual leave, and for all other purposes of this award; and

17.5.5(c) is inclusive of the arbitrated safety net adjustment provided by the *Safety Net Review - Wages June 2005* decision [PR002005] and all previous safety net and national wage adjustments.

18. SUPPORTED WAGES FOR EMPLOYEES WITH DISABILITIES

18.1 Workers eligible for a supported wage

This clause defines the conditions which apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award. In this clause the following definitions apply:

- 18.1.1 Supported Wage System** means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in *Supported Wage System: Guidelines and Assessment Process*.
- 18.1.2 Accredited Assessor** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.
- 18.1.3 Disability Support Pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.
- 18.1.4 Assessment Instrument** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

18.2 Eligibility criteria

- 18.2.1** Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.
- 18.2.2** The clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.
- 18.2.3** The award does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or s.12A of the Act, or if a part only has received recognition, that part.

18.3 Supported wage rates

[18.3 varied by [PR968956](#) ppc 21Feb06]

Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity as defined	% of prescribed award rate
%	%
10*	10
20	20
30	30
40	40
50	50
60	60
70	70
80	80
90	90

(Provided that the minimum amount payable shall be not less than \$62.00 per week).

* Where a person's assessed capacity is 10 per cent, they shall receive a high degree of assistance and support.

18.4 Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

18.4.1 The employer and Union party to the award, in consultation with the employee or, if desired by any of these;

18.4.2 The employer and an Accredited Assessor from a panel agreed by the parties to the award and the employee.

18.5 Lodgement of assessment instrument

18.5.1 All assessment instruments under the conditions of this clause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Industrial Relations Commission.

18.5.2 All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar to the Union by certified mail and shall take effect unless an objection is notified by the Registrar within ten working days.

18.6 Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

18.7 Other terms and conditions

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other workers covered by this award paid on a pro rata basis.

18.8 Workplace adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

18.9 Trial period

18.9.1 In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding twelve weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

18.9.2 During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

[18.9.3 varied by [PR968956](#) ppc 21Feb06]

18.9.3 The minimum amount payable to the employee during the trial period shall be no less than \$62.00 per week.

18.9.4 Work trials should include induction or training as appropriate to the job being trialed.

18.9.5 Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 18.4.

19. HIGHER DUTIES

- 19.1** Where an employee is required to perform more than half of the duties of a higher position for five or more consecutive days that employee shall be paid an additional allowance which shall be not less than the existing salary and the minimum salary for that higher position.
- 19.2** Where an employee is required to perform up to half the duties of a higher position, an allowance of half the difference between the employee's existing salary and the minimum salary for the higher position shall be paid.
- 19.3** Where an employee has been assigned higher duties in accordance with 19.1 or 19.2 and the period of assignment includes one or more periods of sick leave, up to a maximum of twenty days per annum, the higher duties allowance will continue to be paid provided the allowance is being paid on the day prior to the commencement of leave. Higher duties shall not be payable for any other periods of leave.
- 19.4** Any employee relieving another in a lower paid position shall not be reduced in salary whilst so relieving.

20. PAYMENT OF WAGES

- 20.1** Wages shall be paid not later than Thursday in each pay week.
- 20.2** By mutual agreement, payment of wages may be made as an alternative on a fortnightly basis. Notwithstanding this provision, if the employer and the majority of his/her employees agree, all employees may be paid their wages fortnightly.
- 20.3** Wages may be paid no later than Thursday in each pay week:
- 20.3.1** In cash; or
- 20.3.2** By cheque where an employee and employer agree; or
- 20.3.3** By electronic funds transfer. Where an employer and an employee agree, the employee may be paid his/her wages by direct transfer into an employee's bank (or other recognised financial institution) account. Notwithstanding this provision if the employer and the majority of his/her employees agree, all employees may be paid their wages by direct transfer into an employee's bank (or other recognised financial institution) account.
- 20.4** An employee left waiting at the place of employment for the purpose of receiving wages after finishing time on the normal pay day, shall be paid at overtime rates until such time as the wages are paid.
- 20.5** Where a public holiday falls on the normal pay day, wages shall be paid on the ordinary working day proceeding the normal pay day.
- 20.6** On or prior to pay day, the employer shall give to each employee in writing, details of the amount of ordinary pay, overtime, penalty rates and allowances to which the employee is entitled, the amount of deductions made therefrom and the net amount of pay.

21. MEAL MONEY

[21 varied by [R7518](#) [S8664](#) [PR906552](#) [PR924263](#) [PR941139](#) [PR958902](#) [PR968956](#); [PR976741](#) ppc 01Dec06]

All employees who work overtime in excess of three hours on Saturday; or in excess of one hour on any other working day of the week shall be paid meal money in addition to overtime rates. Meal money shall be \$10.21.

22. SUPERANNUATION

22.1 Preamble

22.1.1 Superannuation legislation

22.1.1(a) The subject of superannuation contributions is dealt with extensively by legislation including the Superannuation Guarantee (Administration) Act 1992, the Superannuation Guarantee Charge Act 1992, the Superannuation Industry (Supervision) Act 1993 and the Superannuation (Resolution of Complaints) Act 1993. The legislation, as varied from time to time, governs the superannuation rights and obligations of the parties.

22.1.1(b) Notwithstanding 22.1.1(a), the following provisions shall also apply.

22.2 Definitions

22.2.1 Subject to 22.1.1(a), the fund for the purposes of this clause shall mean the (HESTA) and/or ARF, CARE , ADAVB Provident Fund which complies with the *Superannuation Industry (Supervision) Act 1993* as amended from time to time, and any scheme which may be made in succession thereto.

22.2.2 Ordinary time earnings for the purposes of this clause, means:

22.2.2(a) award classification rate;

22.2.2(b) over-award payment;

22.2.2(c) shift loading - including weekend and public holiday penalty rates earned by shift employees on normal rostered shifts forming the ordinary hours of duty not when worked as overtime;

22.2.2(d) casual loading in respect to casual employees.

22.2.3 Ordinary time earnings does not include bonuses, commission, payment for overtime or other extraordinary payment, remuneration or allowance.

22.3 Employers to become a party to the fund

22.3.1 A respondent employer shall make application to the fund to become a participating employer in the fund and shall become a participating employer upon acceptance by the Trustee of the fund.

22.3.2 A respondent employer shall provide each employee who is not a member of the fund with a membership application form upon commencement of this clause and thereafter upon commencement of employment.

22.3.3 Each employee shall be required to complete the membership application and the employer shall forward the completed application to the fund by the end of the calendar month of commencement of this clause or commencement of employment.

22.4 Eligibility of employees

22.4.1 Each employee shall be eligible to join the fund upon commencement of employment, subject to 22.3.1.

22.4.2 Each employee shall be eligible to receive contributions from the date of eligibility, notwithstanding the date the membership application prescribed in 22.3.3 was forwarded to the fund.

22.5 Employer contributions

22.5.1 A respondent employer shall contribute to the fund in respect of each employee such contributions as required to comply with the *Superannuation Guarantee (Administration) Act 1992* and the *Superannuation Guarantee Charge Act 1992* as amended from time to time:

22.5.1(a) six per cent of ordinary time earnings on behalf of each eligible employee

22.5.2 Provided that the employer shall make contributions for each employee for each month where the employee earns \$450.00 or more in a calendar month, the amount of contributions to the fund shall be calculated to the nearest ten cents, any fraction below five cents shall be disregarded.

22.5.3 A respondent employer shall contribute to the fund:

22.5.3(a) monthly by the last day of the month following the total of the weekly contribution amounts accruing in the previous month in respect of each employee; or

22.5.3(b) equivalent monthly contributions at such other time and in such manner as may be agreed in writing between the Trustees of a fund and the employer;

22.5.3(c) Contributions shall continue to be paid in accordance with this clause during any period in respect of which an employee is entitled to receive accident pay in accordance with clause 32 - Accident pay.

22.6 Voluntary employees contributions

22.6.1 An employee may make contributions to the fund in addition to those made by the respondent employer under 22.5.

- 22.6.2** An employee who wishes to make additional contributions must authorise the respondent employer in writing to pay into the fund, from the employee's wages, amounts specified by the employee in accordance with the Fund Trust Deed and Rules.
- 22.6.3** An employer who received written authorisation from the employee, must commence making payments into the fund on behalf of the employee within fourteen days of receiving authorisation.
- 22.6.4** An employee may vary his or her additional contributions by a written authorisation and the employer must alter the additional contributions within fourteen days of receiving the authorisation.
- 22.6.5** Additional employees contributions to the fund requested under this clause shall be expressed in whole dollars.
- 22.6.6** Employees shall have the right to adjust the level of contributions made on their own behalf on the first of July each year provided that by agreement with the respondent employer, the employees may vary their additional contribution at other times.

22.7 Exemptions

- 22.7.1** Where an agreement is reached at a particular enterprise or workplace, between the employer and the majority of employees, to provide for the payments of superannuation contributions into a fund other than HESTA, an application shall be made to the Commission to vary the operation of the award in respect of the enterprise or workplace concerned.
- 22.7.2** The agreement must meet the following requirement to enable the Commission to vary the award to give effect to it:
- 22.7.2(a)** that the majority of employees covered by the agreement genuinely agree to it; and
 - 22.7.2(b)** that the fund specified is a complying fund under the *Superannuation Industry (Supervision) Act 1993 (SIS)*.
- 22.7.3** The Union must be notified of the terms of the agreement at the time it is lodged with the Commission for approval.
- 22.7.4** In the event that the Union does not notify the Commission of an objection to the agreement within fourteen days of the agreement being lodged, the Commission will vary the award if satisfied the agreement complies with the SIS Act.
- 22.7.5** In the event that the union objects to the agreement within the specified time then the matter will be set down for hearing.

22.7.6 In respect of non union members in any contested matter, the Union must bear the onus of establishing that "special circumstances" exist which warrant the continued specification of HESTA / as the prescribed fund. In respect of union members, the employer applicant must bear the onus of establishing its case on the usual grounds of "equity, good conscience and the substantial merits of the case".

22.7.7 Failure by an employer to give each relevant union an opportunity to be involved in the process leading up to the making of an agreement may result in the Commission adjourning or refusing the application to vary the award.

22.7.8 A relevant union in this context means an organisation of employees that:

22.7.8(a) is party to this award; and

22.7.8(b) has one or more members employed by the employer to perform work in the relevant enterprise or workplace.

PART 6 - HOURS OF WORK, BREAKS, OVERTIME, SHIFTWORK, WEEKEND WORK

23. HOURS

23.1 Ordinary Hours

23.1.1 The ordinary hours of work shall not exceed an average of 38 hours per week over a four-week period to be worked, except for meal breaks, in periods of not more than 7.8 hours per shift (except as otherwise provided in this subclause) between the hours of 7.00 am. and 9.30 pm. Monday to Friday, and 8.30 am. and 5.00 pm. Saturday.

23.1.2 All ordinary time worked between 6.30 pm. and 9.30 pm. Monday to Friday shall attract an additional loading of 12.5% for all time worked during these hours.

23.1.3 All ordinary time worked between 1.00 pm. and 5.00 pm. Saturday shall attract an additional loading of 50% for all time worked during these hours.

23.2 The ordinary hours of work shall be worked, by agreement between the majority of employees in an establishment and their employer, in one of the following ways:

23.2.1 In five days in shifts of not more than 7.8 hours each; or

23.2.2 In a fortnight of 76 hours in ten shifts of not more than 7.8 hours each; or

23.2.3 By working ordinary hours as a nineteen-day four-week cycle of eight hours each day Monday to Friday inclusive with 0.4 of one hour's ordinary pay for each day worked (or on which paid leave other than annual leave or long service leave is taken) accruing as an entitlement to take a rostered day off on any day Monday to Friday.

23.2.4 By working ordinary hours as a 9½ day two-week cycle of eight hours for nine days and four hours on one day in each fortnight.

23.2.5 In four days in shifts of not more than ten hours each; or

23.2.6 In a fortnight of 76 hours in nine shifts of not more than ten hours each.

23.3 Provided further, that where there is mutual agreement between the employer and the employee to have more than one rostered day, or portion of a day off in each four-week cycle, the employer and the employee may agree that up to ten ordinary hours may be worked on any day.

23.4 Rostered days off, by agreement between the employer and the majority of employees in any establishment, may be accumulated to a maximum of five.

23.5 Where ordinary hours are worked in accordance with 23.2.2 other days may be substituted for a rostered day off by mutual agreement between the employer and the employees concerned.

23.6 All employees - disagreements concerning working hours

In the absence of agreement in any establishment in respect to working hours, the procedure to be followed to resolve the matter shall be as follows:

23.6.1 Consultation shall take place within the particular establishment concerned.

23.6.2 If a problem is unable to be resolved at establishment level, it may be referred to the Branch Secretary of the Union, or his/her nominated representative, at which level the dispute shall be dealt with without delay.

23.6.3 If the problem remains unresolved, the matter may be referred by either party to the Australian Industrial Relations Commission.

23.7 All employees - pay averaging

23.7.1 This clause provides that in administering a 38 hour week the ordinary hours of an employee may be arranged so that an employee is entitled to a day off, on a fixed day or rostered day basis, during each work cycle. It is in these circumstances that the averaging system would apply.

23.7.2 If the 38 hour week is to be administered so as to give an employee a day off in each work cycle this would be achieved if, during a work cycle of 28 consecutive days (that is, over four consecutive weeks) the employee's ordinary hours were arranged on the basis that for three of the four weeks the employee worked 40 ordinary hours each week and in the fourth week the employee worked 32 ordinary hours. That is, the employee would work for eight ordinary hours each day, Monday to Friday inclusive for three weeks and eight ordinary hours on four days only in the fourth week - a total of nineteen days during the work cycle.

23.7.2(a) In such a case the averaging system and the weekly wage rates for ordinary hours of work applicable to the employee shall be the average weekly wage rates set out for the employee's classification and shall be paid each week even though more or less than 38 ordinary hours are worked that week.

23.7.2(b) In effect, under the averaging system, the employee accrues a credit each day the employee works actual ordinary hours in excess of the daily average, which would otherwise be seven hours 36 minutes. This credit is carried forward so that in the week of the cycle that the employee works on only four days, the employee's actual pay would be for an average of 38 ordinary hours even though, that week, he/she works a total of 32 ordinary hours.

23.7.2(c) Consequently, for each day an employee works eight ordinary hours the employee accrues a credit of 24 minutes (0.4 hours). The maximum credit the employee may accrue under this system of 0.4 hours on nineteen days; that is, a total of seven hours 36 minutes.

23.7.3 As provided in 23.7.2, an employee will not accrue a credit for each day the employee is absent from duty other than on annual leave, long service leave, public holidays, paid sick leave, workers compensation, compassionate leave or jury service. When an employee is absent from duty because of annual leave, long service leave, public holidays, paid sick leave, workers compensation, compassionate leave or jury service, the employee's entitlement is determined in accordance with the appropriate award provision dealing with such entitlements.

23.7.4 Absence from duty

23.7.4(a) Where an employee is absent from duty (other than on annual leave, long service leave, public holidays, paid sick leave, workers compensation, compassionate leave or jury service or other paid leave) shall, for each day the employee is so absent, lose average pay for that day calculated by dividing the employee's average weekly wage rate by five.

23.7.4(b) An employee who is so absent from duty for part of a day shall lose average pay for each hour the employee is absent by dividing his/her average daily pay rate by eight.

23.7.5 Provided when such employee is absent from duty for a whole day the employee will not accrue a credit because he/she would not have worked ordinary hours that day in excess of seven hours 36 minutes for which he/she would otherwise have been paid. Consequently, during the week of the work cycle the employee is to work less than 38 ordinary hours the employee will not be entitled to average pay for that week. In that week, the average pay will be reduced by the amount of the credit the employee does not accrue for each whole day during the work cycle the employee is absent. The amount by which an employee's average weekly pay will be reduced when the employee is absent from duty (other than on annual leave, long service leave, public holidays, paid sick leave, workers' compensation, compassionate leave or jury service) is to be calculated as follows:

$$\begin{array}{l} \text{Total of credits not} \\ \text{accrued during cycle} \end{array} \quad \times \quad \frac{\text{average weekly pay}}{38}$$

23.7.5(a) Examples

(An employee's ordinary hours are arranged so that employee works eight ordinary hours on five days each week for three weeks and eight ordinary hours on four days of the fourth week.)

23.7.5(a)(i) Employee takes one day off without authorisation in the first week of cycle:

Week of Cycle	Payment
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1st week less	= average weekly pay less one day's pay (ie. 1/5 th)
---------------	--

2nd and 3rd weeks	= average weekly pay each week
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4th week of absence	= average pay less credit not accrued on day
---------------------	--

	= average pay less 0.4 hours	x	$\frac{\text{average weekly pay}}{38}$
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23.7.5(a)(ii) Employee takes each of the four days off without authorisation in the fourth week:

Week of Cycle	Payment
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1st, 2nd, 3rd weeks	= average pay each week
---------------------	-------------------------

4th week	= average pay less 4/5ths of average pay for the four days absent less total of credits not accrued that week
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	= 1/5th of average pay less 4 x 0.4 hours	x	$\frac{\text{average weekly pay}}{38}$
--	---	---	--

	= 1/5th average pay less 1.6 hours	x	$\frac{\text{average weekly pay}}{38}$
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23.8 All Employees - meal break

23.8.1 A meal break of not less than 30 nor more than 60 minutes shall be allowed daily to each employee.

23.8.2 No employee shall work more than five hours continuously without a meal break.

23.8.3 The time of the meal break of each employee, notwithstanding the provisions of 23.10, may be altered either by mutual agreement or the provision of two clear days' notice.

23.8.4 Nothing in this clause either expressly or implied provides that all employees in an establishment are to have a common meal break.

23.8.5 Where any employee is unable to commence her/his meal break within five hours of starting duty for the day, he/she shall be paid at overtime rates until he/she has a break of not less than 30 minutes.

23.9 All employees - rest period

All employees shall be allowed two rest intervals on each day, which shall be counted as time worked, as follows:

23.9.1 The first of ten minutes to be allowed between the time of commencing work and the meal break.

23.9.2 The second of ten minutes to be allowed between the meal break and the time of finishing work.

23.10 The ordinary hours of work, once having been determined in accordance with this clause, shall be displayed by legible notice and once notified cannot be altered except by mutual agreement or except as otherwise provided in this clause by the provision of seven days' notice.

24. OVERTIME

24.1 Overtime shall be paid at the rate of time and a half for the first three hours and double time thereafter for all time worked by employees:

24.1.1 Outside the spread of hours prescribed in 23.3; or

24.1.2 By any employee in excess of an average of 38 hours per week over a four week period; or

24.1.3 Where an averaging system is not used for working hours, in excess of eight hours in any one day.

24.2 No employees shall be required to work more than six hours' overtime in any one week without his/her consent.

24.3 No employee under the age of sixteen may be required to work overtime.

24.4 Where an employee is required to work overtime which is not continuous with her/his normal roster, he/she shall be paid for a minimum of three hours at appropriate overtime rates at each occasion.

24.5.1 An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer.

24.5.2 Overtime taken as time off during ordinary time hours shall be taken at the penalty time rate.

24.5.3 An employer shall provide payment at the appropriate overtime rate as specified in 24.1 above where time off in lieu has not been taken within four weeks of accrual.

24.5.4 For the purposes of this clause, in accruing or calculating payment of overtime, each period of overtime shall stand alone.

25. WEEKEND WORK

All time between 5.00 pm. on Saturday and 12 midnight on a Sunday shall be paid at double time except where the Sunday is a public holiday in which case all work shall be paid at double time and a half.

PART 7 - LEAVE OF ABSENCE AND PUBLIC HOLIDAYS

26. ANNUAL LEAVE

26.1.1(a) Except as otherwise provided in this award every worker shall at the end of each year of employment by her/his employer become entitled to an annual leave of four weeks on ordinary pay, (as defined) plus a loading of 17½ percent, on ordinary pay (as defined).

26.1.1(b) The annual leave loading prescribed in this clause shall only apply to weekly employees and shall not be applicable to proportionate leave on termination of employment.

26.1.2 The annual leave shall be given and taken:

26.1.2(a) In four consecutive weeks; or

26.1.2(b) Where an employer and employee agree, in periods of between one and ten days provided that an employee must have at least ten consecutive working days' leave per annum.

26.1.2(c) Provided further that annual leave may be taken consecutively with public holidays, rostered days off or compassionate leave so that the total period of paid leave of absence amounts to one week.

[26.1.2(d) inserted by [PR970381](#) ppc 21Feb06]

26.1.2(d) To assist employees in balancing their work and family responsibilities, an employee may elect, with the consent of the employer, to:

- take annual leave in separate period, including up to 10 single days; and
- accrue and carry forward any amount of annual leave for up to two years from the date of entitlement.

26.1.3 If the worker and the employer so agree the annual leave or either of such separate periods may be taken wholly or partly in advance before the worker has become entitled to the annual leave.

28.1.4 The annual leave shall be given by the employer and shall be taken by the worker before the expiration of a period of six months after the date upon which the right to such leave accrues. Provided that the giving and taking of the whole or any separate period of such annual leave may, with the written agreement of the employer and the employee, be deferred for an agreed period.

- 26.1.5** Except as provided in the next succeeding clause, payment shall not be made by an employer to a worker in lieu of any annual leave or part thereof to which the worker is entitled under this award, nor shall any such payment be accepted by the worker.
- 26.1.6(a)** The employer shall give each worker at least seven days' notice of the date from which his/her annual leave shall be taken.
- 26.1.6(b)** The employer shall pay each worker in advance before the commencement of the worker's annual leave his/her ordinary pay for the leave period unless requested by the employee to make payment in the normal pay cycles.
- 26.1.7** Where the annual leave or any part thereof has been taken before the right to the annual leave has accrued the right to a further annual leave shall not commence to accrue until after the expiration of the year of employment in respect of which the annual leave or part has been so taken.
- 26.1.8** Where any public holiday for which the worker is entitled to payment under this award or under his/her contract of employment occurs during any period of an annual leave taken by a worker under this clause, the period of the leave shall be increased by one day in respect of that public holiday.

26.2 Leave Entitlement

- 26.2.1** Where the employment of a worker who has become entitled to one or more annual leave provided by this award is terminated, the employer shall be deemed to have given the holiday or holidays (except so much, if any, as has already been taken) to the worker as from the date of the termination of the employment, and shall forthwith pay to the worker, in addition to all other amounts due to the worker, the worker's ordinary pay for the period of the holiday or holidays.
- 26.2.2** 26.2.1 applies to and in respect of an annual leave (except so much, if any, as has already been taken) whether or not the worker concerned continues to be entitled (apart from this clause) to take it, and so applies as if the worker's right to take it had accrued immediately before the date of the termination of the worker's employment.
- 26.2.3** Nothing in 26.2.1 or 26.2.2 affects the obligation of an employer to give, or a worker to take, annual leave in accordance with this award.
- 26.2.3(a)** This subclause applies with respect to every period of employment of a worker by any employer which is less than one year, such period being computed from the date of the commencement of the employment or (where the worker has during the employment become entitled to any annual leave or holidays under the last preceding clause) computed from the date upon which he/she became entitled to that annual leave, or to the last annual leave as the case may be.

- 26.2.3(b)** Where the employment of any worker by any employer is terminated at the end of a period of employment to which this subclause applies, the employer shall forthwith pay to the worker, in addition to all other amounts due to him/her, an amount equal to one-twelfth of his/her ordinary pay for that period of his/her employment.
- 26.2.4** Where the annual leave under the last preceding clause or any part thereof has been taken in advance by a worker pursuant to 26.1.2 of that clause and -
- 26.2.4(a)** The employment of the worker is terminated before he/she has completed the year of employment in respect of which such annual leave or part was taken; and
- 26.2.4(b)** The sum paid by the employer to the worker as ordinary pay for the annual leave or part so taken in advance exceeds the sum which the employer is required to pay to the worker under 26.2.4 - the employer shall not be liable to make any payment to the worker under 26.2.4 and shall be entitled to deduct the amount of such excess from any remuneration payable to the worker upon the termination of the employment.
- 26.2.5** Where any employer intends temporarily to close (or reduce to nucleus) his/her establishment or a section thereof for the purpose (inter alia) of allowing annual leave to the workers concerned or a majority of them, he/she may give in writing to such workers one month's notice (or, in the case of any worker engaged after giving of such notice, notice on the date of the worker's engagement) that he/she elects to apply the provisions of this subclause; and thereupon -
- 26.2.5(a)** Any such worker who at the date of closing is entitled to his/her annual leave shall be given his/her annual leave commencing as on and from the date of closing and, in addition, shall be paid one-twelfth of his/her ordinary pay for any period of employment after the accrual of his/her right to the annual leave and up to but excluding the date of closing;
- 26.2.5(b)** Any such worker who at the date of closing is not entitled to his/her annual leave shall be given leave without pay as on and from the date of closing and shall be paid one-twelfth of his/her ordinary pay for that period of his/her employment since the commencement thereof or the accrual of his/her last annual leave (whichever is the later) and up to but excluding the date of closing, together with pay for any public holiday during such leave for which he/she is entitled to under this award or under his/her contract of employment; and
- 26.2.5(c)** The next twelve - monthly qualifying period of employment for every such worker shall commence as on and from the date of closing.
- 26.2.6** In this subclause date of closing in relation to each worker means the first day of his/her annual leave or leave pursuant to this subclause.

26.3 For the purposes of the two last preceding clauses:

26.3.1(a) Ordinary pay in relation to any worker means remuneration for the worker's normal weekly number of hours of work calculated at the ordinary time rate of pay, which shall include over-award payments, and the loadings prescribed in 23.1.2 and 23.1.3 where the employee regularly received these loadings and where the worker is provided with board or lodging by his/her employer, includes the cash value of that board or lodging.

26.3.1(b) Week in relation to any worker means the worker's ordinary working week.

26.3.1(c) Worker means any person employed by any employer to do any work for hire or reward.

26.3.2 For the purposes of the definition of the term ordinary pay in 26.3.1(a):

26.3.2(a) Where no ordinary time rate of pay is fixed for a worker's work under the terms of his/her employment the ordinary time rate of pay shall be deemed to be the average weekly rate earned by him/her during the period in respect of which the right to the annual leave accrues;

26.3.2(b) Where no normal weekly number of hours is fixed for a worker under the terms of his/her employment, the normal weekly number of hours of work shall be deemed to be the average weekly number of hours worked by him/her during the period in respect of which the right to the annual leave accrues;

26.3.2(c) The cash value of any board or lodging provided for a worker shall be deemed to be its cash value as fixed by or under the terms of the worker's employment and, if it is not so fixed, shall be computed at the rate of \$4 a week for board and \$2 a week for lodging;

Provided that the value of any board or lodging or the amount of any payment in respect of board or lodging shall not be included in any case where the board or lodging is provided or the payment is made not as part of his/her ordinary pay, but because the work done by the worker is in such a locality as to necessitate his/her sleeping elsewhere than at his/her genuine place of residence, or because of any other special circumstances.

26.3.3 For the purposes of this award a year of employment shall be deemed to be unbroken notwithstanding:

26.3.3(a) Any annual leave or long service leave taken therein;

26.3.3(b) Any interruption or ending of the employment by the employer if such interruption or ending is made with the intention of avoiding obligations in respect of annual leave or long service leave;

- 26.3.3(c)** Any absence from work of not more than fourteen days in the year of employment on account of sickness or accident;
- 26.3.3(d)** Any absence on account of leave (other than annual leave or long service leave) granted imposed or agreed to by the employer;
- 26.3.3(e)** Any absence on any other account not involving termination of employment:

and in calculating a year of employment any absence of a kind mentioned in 26.3.3(a), 26.3.3(b) or 26.3.3(c) shall be counted as part of the year of employment but in respect of absences of a kind mentioned in 26.3.3(d) and 26.3.3(e) it will be necessary for the worker as part of his/her qualification for annual leave to serve such additional period as equals the period of such absences.

27. PERSONAL LEAVE

[27 Sick/personal/carer's leave title changed by [PR970381](#) ppc 21Feb06]

27.1 Amount of paid personal leave

[27.1 substituted by [PR970381](#) ppc 21Feb06]

An employee, other than a casual employee, is entitled to paid personal leave of 93.6 hours in each year of service.

27.2 Immediate family or household

[27.2 varied by [PR970381](#) ppc 21Feb06]

The entitlement to use personal leave to care for immediate family or household members is subject to the person being either:

27.2.1 A member of the employee's household; or

27.2.2 A member of the employee's immediate family. For the purposes of this clause, the term immediate family includes:

27.2.2(a) A spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse, in relation to a person means a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; and

27.2.2(b) A child or an adult child (including an adopted child, a step child or an ex nuptial child), parent, parent in law, grandparent, grandchild or sibling of the employee or spouse of the employee.

27.3 Personal leave for personal injury or sickness

[27.3 substituted by [PR970381](#) ppc 21Feb06]

An employee is entitled to use the full amount of their personal leave entitlement including accrued leave for the purposes of personal illness or injury, subject to the conditions set out in this clause.

27.3.1 Leave taken by an employee under this clause will be deducted from the amount of personal leave under clause 27.1.

27.3.2 An employee is entitled to use accumulated personal leave for personal injury or sickness if the employee has already used the current year's personal leave entitlement.

- 27.3.3** For an employee to be eligible for payment he/she shall, where practicable, produce or forward within 24 hours of the commencement of the absence evidence satisfactory to the employer that the absence was due to personal ill health or accident necessitating such absence.
- 27.3.4** If the full period of personal leave as prescribed above is not taken in any year the portion that is not taken shall be cumulative from year to year provided an employee remains in the service of the one employer or any successor of such employer.
- 27.3.5** Where an employee with between six and twelve months service has used all his/her available personal leave, he/she may draw from his/her second years entitlement provided that the second year's entitlement shall not be double counted. Where an employee has drawn on the second year's entitlement and leaves employment before accruing that entitlement, he/she shall reimburse the employer for any of the second year's entitlement taken.

27.4 Bereavement/compassionate leave

[27.4 deleted by [PR970381](#) ppc 21Feb06]

27.4 Personal leave to care for immediate family or household members

[27.5 Carer's leave renumbered as 27.4 and title changed by [PR970381](#) ppc 21Feb06]

[27.4.1 substituted by [PR970381](#) ppc 21Feb06]

- 27.4.1(a)** An employee is entitled to use up to ten days per annum of their personal leave to care for members of their immediate family or household who are sick and require care and support or who require care due to an unexpected emergency. Leave may be taken for part of a single day.
- 27.4.1(b)** By agreement between an employer and an individual employee, the employee may access an additional amount of their accrued personal leave for the purposes set out in 27.4.1(a), beyond the limit set out in 27.4.1(b). In such circumstances, the employer and the employee shall agree upon the additional amount that may be accessed.
- 27.4.2** The entitlement to use personal/carer's leave is subject to the employee being responsible for the care of the person concerned.

[27.4.3 substituted by [PR970381](#) ppc 21Feb06]

- 27.4.3(a)** When taking leave to care for members of their immediate family or household who are sick and require care and support, the employee must, if required by the employer, establish by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another.

27.4.3(b) When taking leave to care for members of their immediate family or household who require care due to an unexpected emergency, the employee must, if required by the employer, establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.

27.4.4 In normal circumstances an employee must not take carer's leave under this clause where another person has taken leave to care for the same person.

[27.4.5 substituted by [PR970381](#) ppc 21Feb06]

27.4.5 Each day or part of a day of personal leave taken in accordance with 27.5.1 is to be deducted from the amount of personal leave provided in 27.1 up to a maximum of ten days per annum. Where an employee has no personal leave entitlement remaining in any year the employee is entitled to use accumulated personal leave as paid personal leave in accordance with this clause 27.4.

27.5 Unpaid carer's leave

[27.6 renumbered as 27.5 and substituted by [PR970381](#) ppc 21Feb06]

Where an employee has exhausted all paid personal leave entitlements, he or she is entitled to take unpaid personal leave to care for members of his or her immediate family or household who are sick and require care and support or who require care due to an unexpected emergency. The employer and the employee shall agree on the period. In the absence of agreement, the employee is entitled to take up to two days of unpaid leave per occasion, provided the requirements of 27.4.3 are met.

27.6 Time off in lieu of payment

[27.7 renumbered as 27.6 by [PR970381](#) ppc 21Feb06]

Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of time off in lieu of overtime provided that:

27.6.1 An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer.

27.6.2 Overtime taken as time off during ordinary time hours shall be taken at this ordinary time rate, that is an hour for each hour worked (unless otherwise provided elsewhere in the award).

27.6.3 An employer shall if requested by an employee, provide payment at the rate provided for the payment of overtime as prescribed in clause 24, for any overtime worked under this subclause where such time has not been taken within four weeks of accrual.

- 27.6.4** 27.7.1 is subject to the employer informing the Union its intention to introduce an enterprise system of time off in lieu of overtime flexibility, and providing a reasonable opportunity for the Union to participate in negotiations.
- 27.6.5** Once a decision has been taken to introduce an enterprise system of time off in lieu, in accordance with this clause, its terms must be set out in the time and wages records kept pursuant to Regulations 131A - 131R of the *Workplace Relations Regulations*.
- 27.6.6** An employer shall record time off in lieu arrangements in the time and wages book.

27.7 Make up time

[27.8 renumbered as 27.7 by [PR970381](#) ppc 21Feb06]

- 27.7.1** Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of make up time provided that.
- 27.7.2** An employee may elect, with the consent of the employer to work make up time under which the employee takes time off during ordinary hours and works those hours at a later time, during the spread of ordinary hours provided in the award.
- 27.7.3** An employee on shift work may elect, with the consent of their employer, to work make up time under which the employee takes time off ordinary hours and works those hours at a later time at the shift work rate which would have been applicable to the hours taken off.
- 27.7.4** 27.8.1 is subject to the employer informing the union of its intention to introduce an enterprise system of make up time flexibility, and providing a reasonable opportunity for the union to participate in negotiations.
- 27.7.5** Once a decision has been taken to introduce an enterprise system of make up time, in accordance with this clause, its terms must be set out in the time and wages records kept pursuant to Regulations 131A - 131R of the *Workplace Relations Regulations*.
- 27.7.6** An employer shall record make up time arrangements in the time and wages book as prescribed in 27.8.5 at each time this provision is used.

27.8 Grievance process

[27.9 renumbered as 27.8 by [PR970381](#) ppc 21Feb06]

In the event of any dispute arising in connection with any part of this clause, such a dispute shall be processed in accordance with the dispute settling provisions of this award.

27.9 Casual Employment: caring responsibilities

[new 27.9 inserted by [PR970381](#) ppc 21Feb06]

- 27.9.1** Subject to the evidentiary and notice requirements in 27.4.3, casual employees are entitled to not be available to attend work, or to leave work:
- if they need to care for members of their immediate family or household who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child; or
 - upon the death in Australia of an immediate family or household member.
- 27.9.2** The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- 27.9.3** An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

27A. BEREAVEMENT LEAVE

[27A inserted by [PR970381](#) ppc 21Feb06]

27A.4.1 An employee, other than a casual employee, is entitled to 15.6 hours paid leave on each occasion if a member of the employee's immediate family or household dies.

27A.4.2 An employee is entitled to use unpaid leave up to and including the day of the funeral of up to 15.6 hours on each occasion when a member of the employee's immediate family or household dies. An employee may take additional unpaid bereavement leave by agreement with the employer.

28. PARENTAL LEAVE

[28 varied by [PR929311](#) from 19Feb03]

Subject to the terms of this clause, employees are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

The provisions of this clause apply to full-time, part time and eligible casual employees, but do not apply to other casual employees.

An eligible casual employee means a casual employee:

- (a) employed by an employer on a regular and systematic basis for several periods of employment or on a regular and systematic basis for an ongoing period of employment during a period of at least 12 months; and
- (b) who has, but for the pregnancy or the decision to adopt, a reasonable expectation of ongoing employment.

For the purposes of this clause, 'continuous service' is work for an employer on a regular and systematic basis (including any period of authorised leave or absence).

An employer must not fail to re-engage a casual employee because:

- (a) the employee or employee's spouse is pregnant; or
- (b) the employee is or has been immediately absent on parental leave.

The rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

An eligible casual employee employed by their current employer, on or prior to 1 January, 1998, shall be entitled to parental leave under the terms of this award as of 16 January, 2003.

An eligible casual employee employed on or after 16 January, 2003 shall be entitled to parental leave under the term of the award as of 16 January, 2004.

28.1 Definitions

[28.1.1 substituted by [PR970381](#) ppc 21Feb06]

- 28.1.1** For the purpose of this clause child means a child of the employee under school age or a child under school age who is placed with the employee for the purposes of adoption, other than a child or step-child of the employee or of the spouse of the employee or a child who has previously lived continuously with the employee for a period of six months or more.

- 28.1.2** Subject to 28.1.3, in this clause spouse includes a de facto or former spouse.
- 28.1.3** In relation to 28.5, spouse includes a de facto spouse but does not include a former spouse.

28.2 Basic entitlement

- 28.2.1** After twelve months continuous service, parents are entitled to a combined total of 52 weeks unpaid parental leave on a shared basis in relation to the birth or adoption of their child. For females, maternity leave may be taken and for males, paternity leave may be taken. Adoption leave may be taken in the case of adoption.

[28.2.2 substituted by [PR970381](#) ppc 21Feb06]

- 28.2.2** Subject to 28.6 and 28.7, parental leave is to be available to only one parent at a time, in a single unbroken period, except that both parents may simultaneously access the leave in the following circumstances:

- 28.2.2(a)** for maternity and paternity leave, an unbroken period of one week at the time of the birth of the child;
- 28.2.2(b)** for adoption leave, an unbroken period of up to three weeks at the time of placement of the child.

28.3 Maternity Leave

- 28.3.1** An employee must provide notice to the employer in advance of the expected date of commencement of parental leave. The notice requirements are:
- 28.3.1(a)** of the expected date of confinement (included in a certificate from a registered medical practitioner stating that the employee is pregnant) - at least 10 weeks;
- 28.3.1(b)** of the date on which the employee proposes to commence maternity leave and the period of leave to be taken - at least 4 weeks.
- 28.3.2** When the employee gives notice under 28.3.1(a) the employee must also provide a statutory declaration stating particulars of any period of paternity leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.
- 28.3.3** An employee will not be in breach of this clause if failure to give the stipulated notice is occasioned by confinement occurring earlier than the presumed date.
- 28.3.4** Subject to 28.2.1 and unless agreed otherwise between the employer and employee, an employee may commence parental leave at any time within six weeks immediately prior to the expected date of birth.

- 28.3.5** Where an employee continues to work within the six week period immediately prior to the expected date of birth, or where the employee elects to return to work within six weeks after the birth of the child, an employer may require the employee to provide a medical certificate stating that she is fit to work on her normal duties.
- 28.3.6** Where the pregnancy of an employee terminates after 28 weeks and the employee has not commenced maternity leave, the employee may take unpaid special maternity leave of such period as a registered medical practitioner certifies as necessary, except that where an employee is suffering from an illness not related to the direct consequences of the confinement, an employee may be entitled to paid sick leave in lieu of, or in addition to, special maternity leave.
- 28.3.7** Where leave is granted under 28.3.4, during the period of leave an employee may return to work at any time, as agreed between the employer and the employee provided that time does not exceed four weeks from the recommencement date desired by the employee.

28.4 Paternity leave

- 28.4.1** An employee will provide to the employer at least ten weeks prior to each proposed period of paternity leave, with:
- 28.4.1(a)** a certificate from a registered medical practitioner which names his spouse, states that she is pregnant and the expected dated of confinement, or states the date on which the birth took place; and
 - 28.4.1(b)** written notification of the dates on which he proposes to start and finish the period of paternity leave; and
 - 28.4.1(c)** a statutory declaration stating:
 - 28.4.1(c)(i)** he will take that period of paternity leave to become the primary care-giver of a child;
 - 28.4.1(c)(ii)** particulars of any period of maternity leave sought or taken by his spouse; and
 - 28.4.1(c)(iii)** that for the period of paternity leave he will not engage in any conduct inconsistent with his contract of employment.
- 28.4.2** The employee will not be in breach of 28.4.1 if the failure to give the required period of notice is because of the birth occurring earlier than expected, the death of the mother of the child or other compelling circumstances. The employee shall immediately notify the employer of any change to the information provided to the employer pursuant to 28.4.1.

28.5 Adoption leave

- 28.5.1** The employee will notify the employer at least ten weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the employee, the adoption of a child takes place earlier.
- 28.5.2** Before commencing adoption leave, an employee will provide the employer with a statutory declaration stating:
- 28.5.2(a)** the employee is seeking adoption leave to become the primary care-giver of the child;
 - 28.5.2(b)** particulars of any period of adoption leave sought or taken by the employee's spouse; and
 - 28.5.2(c)** that for the period of adoption leave the employee will not engage in any conduct inconsistent with their contract of employment.
- 28.5.3** An employer may require an employee to provide confirmation from the appropriate government authority of the placement.
- 28.5.4** Where the placement of the child for adoption with an employee does not proceed or continue, the employee will notify the employer immediately and the employer will nominate a time not exceeding four weeks from receipt of notification for the employee's return to work.
- 28.5.5** An employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.
- 28.5.6** An employee seeking to adopt a child is entitled to take unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The employee and the employer should agree on the length of the unpaid leave. Where agreement cannot be reached, the employer is entitled to take up to two days unpaid leave. Where paid leave is available to the employee, the employer may require the employee to take such paid leave instead.

28.6 Variation of period of parental leave

[28.6 substituted by [PR970381](#) ppc 21Feb06]

Where an employee takes leave under clause 28.2.1 or 28.7.1(b), unless otherwise agreed between the employer and employee, an employee may apply to their employer to change the period of parental leave on one occasion. Any such change to be notified as soon as possible but no less than four weeks prior to the commencement of the changed arrangements. Nothing in this clause detracts from the basic entitlement in clause 28.2.1 or 28.7.1(b).

28.7 Right to request

[28.7 inserted by [PR970381](#) ppc 21Feb06]

28.7.1 An employee entitled to parental leave pursuant to the provisions of clause 28.2 may request the employer to allow the employee:

- 28.7.1(a)** to extend the period of simultaneous unpaid parental leave provided for in clause 28.2.2 up to a maximum of eight weeks;
- 28.7.1(b)** to extend the period of unpaid parental leave provided for in clause 28.2.1 by a further continuous period of leave not exceeding 12 months;
- 28.7.1(c)** to return from a period of parental leave on a part-time basis until the child reaches school age;

to assist the employee in reconciling work and parental responsibilities.

28.7.2 The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

28.7.3 Employee's request and the employer's decision to be in writing

The employee's request and the employer's decision made under clauses 28.7.1(b) and 28.7.1(c).

28.7.4 Request to return to work part-time

Where an employee wishes to make a request under clause 28.7.1(c), such a request must be made as soon as possible but no less than seven weeks prior to the date upon which the employee is due to return to work from parental leave.

28.8 Parental leave and other entitlements

[28.7 substituted and renumbered as 28.8 by [PR970381](#) ppc 21Feb06]

An employee may in lieu of or in conjunction with parental leave, access other paid leave entitlements which they have accrued, such as annual leave or long service leave, subject to the total amount of leave not exceeding 52 weeks or longer as agreed under clause 28.7.

28.9 Transfer to a safe job

[28.8 renumbered as 28.9 by [PR970381](#) ppc 21Feb06]

28.9.1 Where an employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to continue at her present work, the employee will, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of maternity leave.

28.9.2 If the transfer to a safe job is not practicable, the employee may elect, or the employer may require the employee, to commence parental leave.

28.10 Returning to work after a period of parental leave

[28.9 renumbered as 28.10 by [PR970381](#) ppc 21Feb06]

28.10.1 An employee will notify of their intention to return to work after a period of parental leave at least four weeks prior to the expiration of the leave.

28.10.2 An employee will be entitled to the position which they held immediately before proceeding on parental leave. In the case of an employee transferred to a safe job pursuant to 28.8, the employee will be entitled to return to the position they held immediately before such transfer.

28.10.3 Where such position no longer exists but there are other positions available which the employee is qualified for and is capable of performing, the employee will be entitled to a position as nearly comparable in status and pay to that of their former position.

28.11 Replacement employees

[28.10 renumbered as 28.11 by [PR970381](#) ppc 21Feb06]

28.11.1 A replacement employee is an employee specifically engaged or temporarily promoted or transferred, as a result of an employee proceeding on parental leave.

28.11.2 A replacement employee will be informed of the temporary nature of the employment and of the rights of the employee who is being replaced.

28.12 Part-time work

[28.11 renumbered as 28.12 by [PR970381](#) ppc 21Feb06]

28.12.1 Definitions

For the purposes of this subclause:

28.12.1(a) Male employee means an employed male who is caring for a child born of his spouse or a child placed with the employee for adoption purposes.

28.12.1(b) Female employee means an employed female who is pregnant or is caring for a child she has borne or a child who has been placed with her for adoption purposes.

28.12.1(c) Spouse includes a de facto spouse.

28.12.1(d) Former position means the position held by a female or male employee immediately before proceeding on leave or part-time employment under this subclause whichever first occurs or, if such position no longer exists but there are other positions available for which the employee is qualified and the duties of which he/she is capable of performing, a position as nearly comparable in status and pay to that of the position first mentioned in this definition.

28.12.1(e) Continuous service means service under an unbroken contract of employment and includes:

28.12.1(e)(i) Any period of leave taken in accordance with this clause;

28.12.1(e)(ii) Any period of part-time employed worked in accordance with this clause; or

28.12.1(e)(iii) Any period of leave or absence authorised by the employer or by the award.

28.12.2 Entitlement

With the agreement of the employer:

28.12.2(a) A male employee may work part-time in one or more periods at any time from the date of birth of the child until it's second birthday or, in relation to adoption, from the date of placement of the child until the second anniversary of the placement.

28.12.2(b) A female employee may work part-time in one or more periods while she is pregnant where part-time employment is, because of the pregnancy necessary or desirable.

28.12.2(c) A female employee may work part-time in one or more periods at any time from the seventh week after the date of birth of the child until it's second birthday.

28.12.2(d) In relation to adoption a female employee may work part-time in one or more periods at any time from the date of the placement of the child until the second anniversary of that date.

28.12.3 Return to former position

28.12.3(a) An employee who has had at least twelve months continuous service with an employer immediately before commencing part time employment after the birth or placement of a child has, at the expiration of the period of such part-time employment or the first period, if there is more than one, the right to return to his/her former position.

28.12.3(b) Nothing in subparagraph 28.11.3(a) hereof shall prevent the employer from permitting the employee to return to his/her former position after a second or subsequent period of part-time employment.

28.12.4 Effect of part-time employment on continuous service

Commencement on part-time work under this clause, and return from part-time work to full-time work under this clause, shall not break the continuity of service or employment.

28.12.5 Pro rata entitlements

Subject to the provisions of this subclause and the matters agreed to in accordance with 28.11.8, part-time employment shall be in accordance with the provisions of this award, which shall apply pro rata.

28.12.6 Transitional arrangements - annual leave

28.12.6(a) An employee working part-time under this subclause shall be paid for and take any leave accrued in respect of a period of full-time employment, in such periods and manner as specified in the annual leave provisions of this award, as if the employee were working full-time in the class of work the employee was performing as a full-time employee immediately before commencing part-time work under this subclause.

28.12.6(b)(i) A full-time employee shall be paid for and take any annual leave accrued in respect of a period of part-time employment under this subclause, in such periods and manner as specified in this award, as if the employee were working part-time in the class of work the employee was performing as a part-time employee immediately before resuming full-time work.

28.12.6(b)(ii) Provided that, by agreement between the employer and the employee, the period over which the leave is taken may be shortened to the extent necessary for the employee to receive pay at the employee's current full-time rate.

28.12.7 Transitional arrangements - sick leave

An employee working part-time under this subclause shall have sick leave entitlements which have accrued under this award (including any entitlement accrued in respect of previous full-time employment) converted into hours. When this entitlement is used, whether as a part-time employee or as a full-time employee, it shall be debited for the ordinary hours that the employee would have worked during the period of absence.

28.12.8 Part-time work agreement

28.12.8(a) Before commencing a period of part-time employment under this subclause the employee and the employer shall agree:

28.12.8(a)(i) That the employee may work part-time;

28.12.8(a)(ii) Upon the hours to be worked by the employee, the days upon which they will be worked and commencing times for the work;

28.12.8(a)(iii) Upon the classification applying to the work to be performed;

28.12.8(a)(iv) Upon the period of part-time employment.

28.12.8(b) The terms of this agreement may be varied by consent.

28.12.8(c) The terms of this agreement or any variation to it shall be reduced to writing and retained by the employer. A copy of the agreement and any variation to it shall be provided to the employee by the employer.

28.12.8(d) The terms of this agreement shall apply to the part-time employment.

28.12.9 Termination of employment

28.12.9(a) The employment of a part-time employee under this clause, may be terminated in accordance with the provisions of this award but may not be terminated by the employer because the employee has exercised or proposes to exercise any rights arising under this clause or has enjoyed or proposes to enjoy any benefits arising under this clause.

28.12.9(b) Any termination entitlements payable to an employee whose employment is terminated while working part-time under this clause, or while working full-time after transferring from part-time work under this clause, shall be calculated by reference to the full-time rate of pay at the time of termination and by regarding all service as a full-time employee as qualifying for a termination entitlement based on the period of full-time employment and all service as a part-time employee on a pro rata basis.

28.12.10 Extension of hours of work

An employer may request, but not require, an employee working part-time under this clause to work outside or in excess of the employee's ordinary hours of duty provided for in accordance with 28.11.5.

28.12.11 Nature of part-time work

The work to be performed part-time need not be the work performed by the employee in his/her former position but shall be work otherwise performed under this award.

28.12.12 Inconsistent award provisions

An employee may work part-time under this clause notwithstanding any other provision of this award which limits or restricts the circumstances in which part-time employment may be worked or the terms upon which it may be worked including provisions:

28.12.12(a) Limiting the number of employees who may work part-time;

28.12.12(b) Establishing quotas as to the ratio of part-time to full-time employees;

28.12.12(c) Prescribing a minimum or maximum number of hours a part-time employee may work; or

28.12.12(d) Requiring consultation with, consent of or monitoring by a Union; and such provisions do not apply to part-time work under this clause.

28.12.13 Replacement employees

28.12.13(a) A replacement employee is an employee specifically engaged as a result of an employee working part-time under this subclause.

28.12.13(b) A replacement employee may be employed part-time. Subject to this paragraph, 28.11.5, 28.11.6, 28.11.7, 28.11.8, 28.11.9 and 28.11.12 apply to the part-time employment of replacement employees.

28.12.13(c) Before an employer engages a replacement employee under this paragraph, the employer shall inform the person of the temporary nature of the employment and of the rights of the employee who is being replaced.

28.12.13(d) Unbroken service as a replacement employee shall be treated as continuous service for the purposes of 28.11.1(e).

28.12.13(e) Nothing in this subclause shall be construed as requiring an employer to engage a replacement employee.

28.13 Communication during parental leave

[28.13 inserted by [PR970381](#) ppc 21Feb06]

28.13.1 Where an employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:

28.13.1(a) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave; and

28.13.1(b) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave.

28.13.2 The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.

28.13.3 The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with 28.12.1.

29. PUBLIC HOLIDAYS

29.1 An employee shall be entitled to holidays on the following days:

29.1.1 New Year's Day, Good Friday, Easter Saturday, Easter Monday, Christmas Day and Boxing Day; and

29.1.2 The following days, as prescribed in the relevant States, Territories and localities: Australia Day, Anzac Day, Queen's Birthday, Eight Hours Day or Labour Day; and

29.1.3 Melbourne Cup day or in lieu of Melbourne Cup Day, some other day as determined in a particular locality; and

29.2 Holiday in Lieu

29.2.1 When Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 27 December.

29.2.2 When Boxing Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 28 December.

29.2.3 When New Year's Day or Australia Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.

29.3 Where in a State, Territory or locality, public holidays are declared or prescribed on days other than those set out in 29.1.1 and 29.1.2, those days shall constitute additional days for the purpose of this award.

29.4.1 An employer, with the agreement of the Union which is party to this award may, substitute another day for any prescribed in this clause.

29.4.1(a) An employer and their employees may agree to substitute another day for any prescribed in this clause. For this purpose the consent of the majority of affected employees shall constitute agreement.

29.4.2(b) An agreement pursuant to 29.4.2(a) shall be recorded in writing and be available to every affected employee.

29.4.2(c) The Union which is party to this award shall be informed of an agreement pursuant to 29.4.2(a) and may within seven days refuse to accept it. The Union will not unreasonably refuse to accept the agreement.

29.4.2(d) If a Union, pursuant to 29.4.2(c), refuses to accept an agreement, the parties will seek to resolve their differences to the satisfaction of the employer, the employees and the Union.

29.4.2(e) If no resolution is achieved pursuant to 29.4.2 (d), the employer may apply to the Commission for approval of the agreement reached with their employees. Such application must be made fourteen or more days before the prescribed holiday. After giving the employer and Union an opportunity to be heard, the Commission will determine the application.

29.5 Employee Rostered On, on a Public Holiday

29.5.1 If an employee works on a public holiday he or she shall be paid double time and a half for the time worked.

29.5.2 Provided that employees rostered to work on public holidays and who fail to do so shall not be entitled to holiday pay for the said holiday.

29.6 A part-time employee who is not ordinarily required to work on the day of the week on which a public holiday is observed shall not be entitled to any benefit for such a public holiday, unless they are required to work on a public holiday.

29.7 Where an employee's rostered day off falls on a public holiday prescribed by this award another day shall be determined by the employer to be taken in lieu thereof, such day to be within the same four week work cycle where practical.

30. JURY SERVICE

A weekly employee required to attend for jury service shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of his/her attendance for such jury service and the amount of wage he/she would have received in respect of the ordinary time he/she would have worked had he/she not been on jury service. An employee shall notify his/her employer as soon as possible of the date upon which he/she is required to attend for jury service. Further the employee shall give his/her employer proof of his/her attendance, the duration of such attendance and the amount received in respect of such jury service.

PART 8 - TRANSFERS, TRAVELLING AND WORKING AWAY FROM USUAL PLACE OF WORK

31. TRAVELLING, TRANSPORT AND FARES - ALLOWANCES

31.1 When an employee is involved in travelling on duty, if the employer cannot provide the appropriate transport, all reasonably incurred expenses in respect to fares, meals and accommodation will be met by the employer on production of receipted account(s) or other evidence acceptable to the employer.

31.2 Provided further that the employee shall not be entitled to reimbursement for those expenses which exceed the mode of transport, meals or the standard of accommodation agreed for the purpose with the employer.

[31.3 varied by [R7518](#); substituted by [S8664](#) [PR906552](#) [PR924263](#) [PR941139](#); [PR976741](#) ppc 01Dec06]

31.3 Where an employer requires an employee to use his/her own motor vehicle in the performance of duties, such an employee shall be paid at the rate prescribed by the Australian Taxation Office for the use of private vehicles. At the date of the making of this award the following rates apply:

Engine capacity (non rotary engine) cubic centimetres	Engine capacity (rotary engine) cubic centimetres	Cents per kilometre
Up to 1600	Up to 800	63.06
1601-2600	801-1300	71.18
2601 and over	1301 and over	70.18

PART 9 - ACCIDENT PAY, FIRST AID ALLOWANCE, UNIFORM AND PROTECTIVE CLOTHING ALLOWANCE

32. ACCIDENT MAKE UP

This clause shall apply to all employees covered by this Award and it shall apply only in respect of incapacity which results from an injury received on or after 11 December 1980.

- 32.1** From the commencement of this award should an employee meet with an accident at his/her place of employment and is subject to and qualifies for compensation under the Accident Compensation Act presently in force in the States and areas covered by this award such employee shall have the amount received by way of compensation increased by the employer to the amount of the usual award weekly rate ruling at the time of such accident. The payment made by the employer shall be limited to a maximum period of 39 weeks.
- 32.2** For the purpose of this clause place of employment to a weekly employee shall include on the way to work and on the way home from work.
- 32.3** For the purpose of this clause a casual employee place of employment shall include travelling directly from or to their place of employment.
- 32.4** Casual employees make-up pay shall be based on the number of hours worked per week over the last month, with present employer, or if less than one month the average for the time worked. The amount to be paid as the normal weekly rate of pay only (ie. time and one-quarter).

33. FIRST-AID ALLOWANCE

[33 varied by [R7518](#) [S8664](#) [PR906552](#) [PR958902](#) [PR968956](#); [PR976741](#) ppc 01Dec06]

An employee who has been trained to render first-aid, and who is the current holder of appropriate first-aid qualifications, such as a certificate from St. John Ambulance, or a similar body, shall be paid \$9.82 per week if the employee is appointed by the employer to perform first-aid duty.

34. UNIFORM AND PROTECTIVE CLOTHING ALLOWANCE

34.1 Where the employer requires the employee to wear protective clothing and safety appliances required in accordance with Regulation 401 of the Dentists Regulations as specified in the Dental Board of Victoria Bulletin Issue 2/96 dated August 1996, as amended from time to time by the Dental Board of Victoria, the employer must reimburse the employee for the purchase of the protective clothing and safety appliances. The provisions of this clause do not apply where the protective clothing and safety appliances is supplied to the employee at the employer's expense.

34.2 Where the employer requires the employee to wear protective clothing only in the clinical situation the employer must reimburse the employee for the purchase of the protective clothing. The provisions of this clause do not apply where the protective clothing and safety appliances is supplied to the employee at the employer's expense.

[34.3 varied by [R7518](#) [S8664](#) [PR906552](#) [PR958902](#) [PR968956](#); [PR976741](#) ppc 01Dec06]

34.3 Where any employee is required by the employer to wear a washable uniform the employer shall:

34.3.1 Supply and pay for the laundering thereof; or

34.3.2 Supply the uniform and pay the employee \$4.67 per week for the laundering thereof; or

34.3.3 Where the employee has to provide and launder the uniform pay an allowance of \$7.20, provided that the uniform itself shall be subject to the approval of the employer.

PART 10 - AWARD COMPLIANCE AND UNION RELATED MATTERS

35. POSTING OF AWARD

A copy of this award shall be available in the workplace for the perusal of employees.

APPENDIX 1 - ACCREDITED TRAINING

The following shall be accredited training for the purposes of this award:

1. INFECTION CONTROL

Any Infection Control Course accredited by the Dental Assistants Education Council of Australia (DAECA) or an equivalent course which shall include:

- Box Hill TAFE Course
- RMIT Course

2. CERTIFICATE LEVEL

Any Certificate level Course accredited by the Dental Assistants Education Council of Australia (DAECA) or an equivalent course which shall include:

- 2.2** Royal Dental Hospital of Melbourne Certificate; or
- 2.3** The RMIT Accredited Dental Nurses' Certificate; or
- 2.4** Dental Assistants' Association of Australia Certificate of Proficiency in Dental Assisting.

3. ADVANCED CERTIFICATE LEVEL

Any Advanced Certificate Course accredited by the Dental Assistants Education Council of Australia (DAECA) or an equivalent course which shall include:

APPENDIX 2 - SCHEDULE OF RESPONDENTS

Abbot Bruce 5th Floor 100 Collins Street MELBOURNE VIC 3000
Abicair Richard 9th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
Acevski Bone 3 Highlands Road THOMASTOWN VIC 3074
Adamczyk Elizabeth J. 17 Parramatta Road KEILOR VIC 3036
Adams Robert L. 193 Whitehorse Road BLACKBURN VIC 3130
Adlard Brigitta 25 Lyall Road BERWICK VIC 3806
Affleck Ivan R. 9 Castella Street LILYDALE VIC 3140
Agnew Eryn C. Coates Building 20 Collins Street MELBOURNE VIC 3000
Agnew Eryn C. Suite 1 Brockwood House 424 Nepean Highway FRANKSTON VIC 3199
Aisen Leslie 521 Warrigal Road ASHWOOD VIC 3147
Aitken Ian J. 3rd Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
Akbari Yeganeh St Vincents Dental Clinic 41 Victoria Parade FITZROY VIC 3065
Albery John F. 27 Dandenong Road East FRANKSTON VIC 3199
Allanson Peter N. 253a High Street ASHBURTON VIC 3147
Allen Timothy V. 6 Service Street BAIRNSDALE VIC 3875
Allen Timothy V. 60 The Esplanade PAYNESVILLE VIC 3044
Allsopp Stephen J. P/L 5/14 High Street BANNOCKBURN VIC 3331
Altmann Michael M. 118 Chapel Street ST KILDA VIC 3182
Alvis Laurence F. 327 High Street ASHBURTON VIC 3147
Amari Samar 368 Francis Street YARRAVILLE VIC 3013
Abbeyhurst P/L 368 Francis Street YARRAVILLE VIC 3013
Amerena Vincent C. P.O. Box 74 ELWOOD VIC 3184
Amon Eddie M. 34 Myers Street GEELONG VIC 3220
Amoretty Carol F. P/L 966 Main Road ELTHAM VIC 3095
ANA Dental Care 28 Elizabeth Street MELBOURNE VIC 3000
Anaf Leon 390 Burwood Road HAWTHORN VIC 3122
Anaf Leon Melbank House 412 Collins Street MELBOURNE VIC 3000
Anagnostou Maria Corner Maroondah Highway & Victoria Road CHIRNSIDE PARK VIC 3116
Anastasiadis Evelyn 20 Pinaroo Avenue SUNSHINE VIC 3020
Anderson Donald M. 205 Armstrong Street NORTH BALLARAT VIC 3350
Anderson John R. 3 Main Street MORNINGTON VIC 3931
Andrews Geoffrey S. 1 Studley Park Road KEW VIC 3101
Andrews Roy S. 57 Mount Martha Road SAFETY BEACH VIC 3936
Andrianopoulos Tony A. 11 Hartley Street NORTHCOTE VIC 3070
Andrianopoulos Tony A. 268 Highett Road HIGHETT VIC 3190
Andrianopoulos Tony A. 3 Joseph Banks Crescent ENDEAVOUR HILLS VIC 3802
Ang Cheer R. 92 Main Street LILYDALE VIC 3140
Ang Hai-Leng Suite 1 175 Boronia Road BORONIA VIC 3155
Ang Woo-Sin, 40 Bell Street HEIDELBERG HEIGHTS VIC 3081
Angel Paul J., 25 Moore Street MOONEE PONDS VIC 3039
Antolos Dragan G. 292 Manningham Road LOWER TEMPLESTOWE VIC 3107
Apostolakis Anthony A. 2 Hyslop Street BURWOOD VIC 3125
Armitage A. John 162 Welsford Street SHEPPARTON VIC 3630
Armitage A. John 75 Asling Street GARDENVALE VIC 3185
Armitage A. John Suite 1 16th Floor 15 Collins Street MELBOURNE VIC 3000
Ashcroft Barry G. P/L 38 Reid Street WANGARATTA VIC 3677
Atkins N Paul B. 1250 Nepean Highway CHELTENHAM VIC 3192
Atkinson MBE Henry F. 73 Devon Street HEIDELBERG VIC 3084
Austen Brian F. 828 Glenferrie Road HAWTHORN VIC 3122
Axelson Sven Ot 333 Main Road EMERALD VIC 3782

Axelson Sven Ot 160 Poath Road OAKLEIGH VIC 3166
 Axelson Sven Ot 258 Springvale Road GLEN WAVERLEY VIC 3150
 Aylett OBE Allen J. Suite 7 37 Albert Road MELBOURNE VIC 3000
 Babacan Bilge Community Dental Service 33 Sutton Street NORTH MELBOURNE VIC 3051
 Bagley Geoffrey P. 15 Fowler Street MOE VIC 3825
 Bailey John B. 290 Mount Dandenong Road CROYDON VIC 3136
 Bainbridge Gregory R. Suite 1 Prof Suite Southland Shopping Centre Nepean Highway CHELTENHAM VIC 3192
 Baker Bruce W. 155 Park Road CHELTENHAM VIC 3192
 Baker Kelvin L. Unit 1 867 Nepean Highway ROSEBUD VIC 3939
 Baker Mark D. 440 High Street NORTHCOTE VIC 3070
 Baker Peter D. 930 Mount Alexander Road ESSENDON VIC 3040
 Baker Philip J. Mountain Gate Dental Surgery Shop 26 Mountain Gate Shopping Centre FERNTREE GULLY VIC 3156
 Ball Harry 553 Hampton Street HAMPTON VIC 3188
 Baltutis Laura MD Dental Health Services 448 St Kilda Road MELBOURNE VIC 3000
 Ban Nominees P/L 27 Dandenong Road East FRANKSTON VIC 3199
 Banks-Smith Robert J. 84 Wattleree Road ARMADALE VIC 3143
 Banky John I. 84 Glen Eira Road ELSTERNWICK VIC 3185
 Baranikow Gregory P. 34 Meyer Street GEELONG VIC 3220
 Barberi Michael 81 Holmes Road MOONEE PONDS VIC 3039
 Barbour Mark S. Dental Prosthetist 23 Waverley Road MALVERN EAST VIC 3144
 Barbour Mark S. Dental Prosthetist 4 Castaway Court PATTERSON LAKES VIC 3197
 Barbour Mark S. Dental Prosthetist 593 Balcome Road BLACK ROCK VIC 3193
 Barclay David R. 1/569 Glenferrie Road HAWTHORN VIC 3122
 Barclay David R. 29 Robinson Street DANDENONG VIC 3175
 Baring David T. 482 Balcombe Road BEAUMARIS VIC 3193
 Barke Jennifer J. 19 Alexandra Parade HAMILTON VIC 3300
 Barker Charles W. The Village BALNARRING VIC 3926
 Barlow Herbert G. 46 High Street SHEPPARTON VIC 3630
 Barlow John P. Kurrajong House 175 Collins Street MELBOURNE VIC 3000
 Barned Clarke L. 126 Raymond Street SALE VIC 3850
 Barnes Andrew J. 414 Childs Road MILL PARK VIC 3082
 Barnes Ross W. Wimmera Base Hospital Baillie Street HORSHAM VIC 3400
 Barnes Victor D. 8th Floor Melbank House 175 Collins Street MELBOURNE VIC 3000
 Barnes Victor D. 390 Burwood Road HAWTHORN VIC 3122
 Barnett Frederick C. 930 Mount Alexander Road ESSENDON VIC 3040
 Barnett Frederick C. Crombie Road MACEDON VIC 3440
 Baroch Vladimir 102 Monash Street SUNSHINE VIC 3020
 Barrett Thomas R. 286 Dorset Road BORONIA VIC 3155
 Barros Carlos M. 157 Kingsclere Avenue KEYSBOROUGH VIC 3173
 Barta Peter G. 22 Elizabeth Street ELSTERNWICK VIC 3185
 Barta Peter G. 244 Malvern Road PRAHRAN VIC 3181
 Bartak John M. Bundoora Dental Clinic Suite 5 1st Floor Village Centre 47 Plenty Road BUNDOORA VIC 3083
 Basavanand Ashok K. 2 Hutton Street KYNETON VIC 3444
 Bassed Richard B. 110 Railway Avenue RINGWOOD EAST VIC 3135
 Basser Julian Manchester Unity Building 220 Collins Street MELBOURNE VIC 3000
 Bastiaan OAM Ross J. 22 Carpenter Street BRIGHTON VIC 3186
 Bastiaan OAM Ross J. 11th Floor, Coates Building 20 Collins Street MELBOURNE VIC 3000
 Bastian Kathryn J. 141 Martin Street GARDENVALE VIC 3185

Batzios Athanasios Monashvale Dental Surgery 1758 Dandenong Road CLAYTON NORTH VIC 3168

Bav Estie Dental Suites Building E Concourse Level World Trade Centre Flinders & Spencer Streets MELBOURNE VIC 3000

Bav Estie 83 Princess Street Corner Molesworth Street KEW VIC 3101

Bearham Alexander 5th Floor 766 Elizabeth Street MELBOURNE VIC 3000

Bedford Peter G. 9th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000

Beech Peter J. Suite 68 Chadstone Shopping Centre CHADSTONE VIC 3148

Beech Peter T. 7 North Concourse BEAUMARIS VIC 3193

Behrend Donald A. 12th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000

Bell Christopher M.A. Murchison Medical Centre Impey Street MURCHISON VIC 3610

Bell Christopher M.A. 30 Kirkland Avenue EUROA VIC 3666

Bell Christopher M.A. Lister House 157 Maude Street SHEPPARTON VIC 3630

Benedetti Flaviana V. 2 MacMeikan Street WHITTLESEA VIC 3757

Benge Larry N. 5/537 Malvern Road TOORAK VIC 3142

Benge Larry N. 25 Lyall Road BERWICK VIC 3806

Benge Larry N. Unit 5 Kingsley Terrace 426 Burwood Highway WANTIRNA SOUTH VIC 3152

Bentick Craig G.C. 25 Russell Street ESSENDON VIC 3040

Bergman John D. 723 High Street EPPING VIC 3076

Bergman John D. 37 Warrandyte Road RINGWOOD VIC 3134

Bergman John D. Suite 3 143 Napier Street ESSENDON VIC 3040

Bergman Mark A. 937-943 Dandenong Road MALVERN EAST VIC 3145

Berry Robert W. 1/3 Tuck Street MOORABBIN VIC 3189

Bertrand Lex W. 137 Parkers Road PARKDALE VIC 3195

Berwick Alwyn J. 4 Burwood Road HAWTHORN VIC 3122

Besley William J. 22 Gillies Street FAIRFIELD VIC 3078

Best Helen A. Albert Street Dental Clinic The William Angliss Hospital Corner Albert Street & Talaskia Road UPPER FERNTREE GULLY VIC 3156

Biggs Reginald T. 313 Main Street BAIRNSDALE VIC 3875

Biggs Robert J. 265 Park Street South MELBOURNE VIC 3205

Billings Christopher C. 23 Collins Street MORWELL VIC 3840

Binns John C. 97 Canterbury Road HEATHMONT VIC 3135

Binns John C. 601a Station Street BOX HILL VIC 3128

Biondo Attilio 2-4 Atherton Road OAKLEIGH VIC 3166

Bione Edgar H. 59 Errol Street NORTH MELBOURNE VIC 3051

Bione Heather M. 59 Errol Street NORTH MELBOURNE VIC 3051

Bird A. Murray P.O. Box 369 KYNETON VIC 3444

Bischof Werner H. 1st Floor 200 Malop Street GEELONG VIC 3220

Bishop Lindsay J. 49 Victoria Street WARRAGUL VIC 3820

Bishop Lindsay J. 65 Main Street TRAFALGAR VIC 3824

Black Philip O. 264 Latrobe Terrace GEELONG Vic 3220

Black Philip O. Dental Clinic Base Hospital Ryot Street WARRNAMBOOL VIC 3280

Bladen David W. 10 Landsdown Street BRIGHTON EAST VIC 3187

Blaze Edmund C.T. 319 Mount Dandenong Road CROYDON VIC 3136

Bloch Harry M. Coates Building 20 Collins Street MELBOURNE VIC 3000

Blood Graham E. Walkway 124 Ryrie Street GEELONG VIC 3220

Blood Micheal D. 375 Whitehorse Road BALWYN VIC 3103

Bloom Albert 109 Johnston Street COLLINGWOOD VIC 3066

Blunt Ian G. 1st Floor Shopping Centre CRAIGIEBURN VIC 3064

Bobbera Sergio J. 255 Pakington Street NEWTOWN VIC 3220

Bommer Sabine M. 274 Main Road East ST ALBANS VIC 3021

Borghesi Bartholomew A. 160 Poath Road HUGHESDALE VIC 3166

Borghesi Bartholomew A. 258 Springvale Road GLEN WAVERLEY VIC 3150
 Borowski Jack M. 1 Dickson Street SUNSHINE VIC 3020
 Borowski Jack M. 61 Koornang Road CARNEGIE VIC 3163
 Bossinakis Jim 31 Paisley Street FOOTSCRAY VIC 3011
 Boucher John S. 23 Grimshaw Street GREENSBOROUGH VIC 3088
 Bourke Bernard D. 41 McLachlan Street HORSHAM VIC 3400
 Bourns Stephen P.C. 9 Bell Street TORQUAY VIC 3228
 Bowden Darryle B. 8th Floor 100 Collins Street MELBOURNE VIC 3000
 Bowden Darryle B. 434 Glenferrie Road KOOYONG VIC 3144
 Howell Geoffrey R. 81 Collins Street MELBOURNE VIC 3000
 Bowker Paul 1st Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Bowman Mark D. 1409 Malvern Road MALVERN VIC 3144
 Bowman Timothy M. 8 Morrell Street MOOROOPNA VIC 3629
 Boyall Cherie R. 132 Burgundy Street HEIDELBERG VIC 3084
 Boyd Robyn K. 599 Station Street BOX HILL VIC 3128
 Brady T.H. Anthony 12 Collins Street MELBOURNE VIC 3000
 Braham Derek D. 265 Park Street SOUTH MELBOURNE VIC 3205
 Bredrichs Maija S. 178 Springvale Road NUNAWADING VIC 3131
 Breedon Christopher M. 1st Floor Cranbourne Court 33-39 High Street CRANBOURNE VIC 3977
 Brennan Stephen K. 167 Buckley Street ESSENDON VIC 3040
 Bridge Christopher J. 463 Burwood Highway VERMONT SOUTH VIC 3133
 Bridgeman Andrew M. 41 Rosala Avenue ALTONA NORTH VIC 3025
 Brittain Ian F.J. 627 High Street SYNDAL VIC 3149
 Brivulis George 5th Floor Westfield Shoppingtown 619 Doncaster Road DONCASTER VIC 3108
 Broders Nils P. RAAF Headquarters c-t-25 350 St Kilda Road MELBOURNE VIC 3000
 Brooker Ian L. 32 Albert Street WARRAGUL VIC 3820
 Brothers Anthony R. 302 Glenferrie Road MALVERN VIC 3144
 Brown Anthony P. 41 Princes Highway DANDENONG VIC 3175
 Brown David R. 11th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Brown Harry 3a Balmoral Avenue SPRINGVALE VIC 3171
 Brown Janis M., Maroondah Hospital Dental Clinic 124 Mount Dandenong Road RINGWOOD EAST VIC 3135
 Brown Leith P. 160 Balcombe Road MENTONE VIC 3194
 Brown Maxwell M. 215 Whitehorse Road BLACKBURN VIC 3130
 Brown Peter W.E. 131 St Georges Road FITZROY NORTH VIC 3068
 Brown Richard G. 142 Burke Road MALVERN EAST VIC 3145
 Brown Robert L. 3 Shopping Plaza Victoria Street WARRAGUL VIC 3820
 Brown Wilson G. 16 Cranbourne Road FRANKSTON VIC 3199
 Brown Yvonne E. 32 Albert Street WARRAGUL VIC 3820
 Brownbill John W. 23 Centreway Pinewood MOUNT WAVERLEY VIC 3149
 Bruhand Edmund 52 Langdon Road CAULFIELD NORTH VIC 3161
 Buc Anthony 2a Royal Parade RESERVOIR VIC 3073
 Buchholz Paul C. 255 Pakington Street GEELONG VIC 3220
 Buchholz Paul C. 105 Synott Street WERRIBEE VIC 3030
 Buckingham John W. The Medical Centre, State Bank Galleria 385 Bourke Street MELBOURNE VIC 3000
 Buckis John H. 34 Myers Street GEELONG VIC 3220
 Buckley Carmel T. 323 Cheltenham Road KEYSBOROUGH VIC 3173
 Buckley Peter J. 350 Shannon Avenue NEWTOWN VIC 3220
 Bucovaz Daniele D. 236 McKillop Street EAST GEELONG VIC 3219
 Bugis Egil K. 24 Athelstane Drive RINGWOOD NORTH VIC 3134

Bundoora Central Clinic 97 Plenty Road BUNDOORA VIC 3083
 Bundoora Dental Clinic 1st Floor, Village Centre 47 Plenty Road BUNDOORA VIC 3083
 Burge Geoffrey W. Trinity College PARKVILLE VIC 3052
 Burke Anthony J. 3 Railway Place RINGWOOD VIC 3134
 Burleigh Robert Base Hospital MILDURA VIC 3500
 Burn Christopher P. 42 Beach Street FRANKSTON VIC 3199
 Burnett Nigel C.S. Shop 13 Pakington Village 111 Pakington Street GEELONG WEST VIC 3218
 Burns Graham A. 159 Church Street BRIGHTON VIC 3186
 Burns Ruth H. 781 Glenferrie Road HAWTHORN VIC 3122
 Burstynier Judith G. 322 Carlisle Street BALACLAVA VIC 3183
 Burt Kevin J Dental Clinic Base Hospital HAMILTON VIC 3300
 Burt Kevin J. 173 Bell Street COBURG VIC 3058
 Burt Kevin J. 228 Nicholson Street FOOTSCRAY VIC 3011
 Burt Kevin J. 277 Flinders Lane MELBOURNE VIC 3000
 Byrne Adrian J. 6 Mclvor Road BENDIGO VIC 3550
 Byrne Patrick F. 1a Laurel Court HAWTHORN EAST VIC 3123
 Calache Hanny Dental Health Services 448 St Kilda Road MELBOURNE VIC 3000
 Caldwell Graeme L. 84 Cottrell Street WERRIBEE VIC 3030
 Camerlengo Carmine F. 19 Princes Highway WERRIBEE VIC 3030
 Cameron Catherine L.M. 126 Wellington Parade EAST MELBOURNE VIC 3002
 Cameron Stephen A. 1 Parkview Close WODONGA VIC 3690
 Campbell Bernard J. 184 Elgin Street CARLTON VIC 3053
 Campbell Edward 148 Summerhill Road GLEN IRIS VIC 3146
 Campbell Jennifer A. Student Dental Clinic University of Melbourne Grattan Street PARKVILLE VIC 3052
 Campbell Noel R. Suite 2 Level 8 15 Collins Street MELBOURNE VIC 3000
 Canestra John 20 Canterbury Road ALBERT PARK VIC 3206
 Carey John Manchester Unity Building 220 Collins Street MELBOURNE VIC 3000
 Carlsson Erik I. 484 Raglan Parade WARRNAMBOOL VIC 3280
 Carne Norman J. 6 Parkhill Drive KEW VIC 3101
 Carroll Anthony J. 459 Neerim Road MURRUMBEENA VIC 3163
 Carter Jeffrey L. 554 Whitehorse Road MONT ALBERT VIC 3127
 Carter Steven M. 30 Beaver Street BOX HILL SOUTH VIC 3128
 Cary James B. 466 Mount Dandenong Road KILSYTH VIC 3137
 Casan Philip 101 Campbell Street HEATHMONT VIC 3135
 Case Bernard J. 221 Doncaster Road BALWYN NORTH VIC 3104
 Casper David 106 Wattletree Road ARMADALE VIC 3143
 Castle John B. 27 Manchester Road MOOROOLBARK VIC 3138
 Cataldo Bruno 155 Domain Road SOUTH YARRA VIC 3141
 Cattermole Andrew E. 1 Claremont Avenue MALVERN VIC 3144
 Cattermole Andrew E. Coates Building 20 Collins Street MELBOURNE VIC 3000
 Cernavin Igor 274 Main Road East ST ALBANS VIC 3021
 Ch'ng Wee S. 188 Barkly Street ST KILDA VIC 3182
 Chan Fook-San Suite 8 Langwarrin Village Southgateway LANGWARRIN VIC 3910
 Chan Joseph S.S. 341 High Street THOMASTOWN VIC 3074
 Chan Steven K.W. 87 Douglas Parade WILLIAMSTOWN VIC 3016
 Chan Vincent W.L. Dental Clinic St Albans Community Health Centre 1 Andrea Street ST ALBANS VIC 3021
 Chandler Janine E. 1/7 Mangan Street BALWYN VIC 3103
 Chapman Kenneth M. Railway Station Building 53 Kingsway GLEN WAVERLEY Vic 3150
 Charles John N. Corner Hanover & Burlington Streets OAKLEIGH VIC 3166

Cheah Catherine M. A. 290 Springvale Road GLEN WAVERLEY VIC 3150
 Chen Stephen T. H. 22 Carpenter Street BRIGHTON VIC 3186
 Cheng Oi-Ke 197 Thomas Street DANDENONG VIC 3175
 Chepul Andrew J. 22 Watt Street SUNSHINE VIC 3020
 Cherk Albert S. C. 37 Brady Road DANDENONG NORTH VIC 3176
 Cherry Jo-Anne E. 16th Floor 15 Collins Street MELBOURNE VIC 3000
 Chew Winston T. Y. 14 Ruthven Crescent LALOR VIC 3075
 Chia Beverley J.K. Dental Clinic Brunswick Community Health Centre 11 Glenlyon Road
 BRUNSWICK VIC 3056
 Chin Donald K. N. Dental Clinic Commercial Road PRAHRAN VIC 3181
 Chin Michael K. T. 65 Leonard Street BAYSWATER VIC 3153
 Chong Hoo-Seng 72 Anzac Avenue SEYMOUR VIC 3660
 Chong Jeffrey W. 8 Moreton Street BALWYN NORTH VIC 3104
 Chong Sung C. 26 Pin Oak Crescent FLEMINGTON VIC 3031
 Chong Sung C. 42 Beverley Hills Drive TEMPLESTOWE VIC 3106
 Choo Molly S. C. 497 Whitehorse Road BALWYN VIC 3103
 Choong Philip F. 674 Burke Road CAMBERWELL VIC 3124
 Chow Chi T. 10 Winyard Drive MOOROOLBARK VIC 3138
 Choy Meng K. 3rd Floor 242 Little Bourke Street MELBOURNE VIC 3000
 Choy Meng K. 277 Burke Road GARDINER VIC 3146
 Christofis Sofia, C/- Dr B.M. Kuran 1st Floor, Hampshire Arcade, 266 Hampshire Road
 SUNSHINE VIC 3020
 Christopher Robert P. 83 Grant Street ALEXANDRA VIC 3714
 Chrystie John A ANA Dental Clinic 4th Floor 28 Elizabeth Street MELBOURNE VIC 3000
 Chung C. Howe 480 Canterbury Road FOREST HILL VIC 3131
 Churcher David R. 64 Station Road SOMERVILLE VIC 3912
 Churcher Stephen R. 64 Station Road SOMERVILLE VIC 3912
 Clark Andrew B. 22 William Square WARRAGUL VIC 3820
 Clark Trevor J. C. 147 Arnold Street BENDIGO VIC 3550
 Clarke A. 781 Glenferrie Road HAWTHORN VIC 3122
 Clarke Damian F. 24 Studley Park Road KEW VIC 3101
 Clarke David J. Toorak Dental Group 1a Grange Road TOORAK VIC 3142
 Clarke James A. Diamond Village Shopping Centre 78 Nepean Street WATSONIA VIC
 3087
 Clarke Peter D. 242 Lower Heidelberg Road IVANHOE VIC 3079
 Clarke Peter S. Suite 1 101 High Street HASTINGS VIC 3915
 Clausen Gerard F. Suite 1 16th Floor 15 Collins Street MELBOURNE VIC 3000
 Claverly Private Nursing Home 67 Sydney Parade EAST GEELONG VIC 3219
 Cliff Peter G. 49 Victoria Street WARRAGUL VIC 3820
 Clinch David P. 436 Heidelberg Road FAIRFIELD VIC 3078
 Coad Robin J. 33 Hall Street MOONEE PONDS VIC 3039
 Coad Robin J. Corner Toorak & Glenferrie Roads MALVERN VIC 3144
 Coakley Michael J. 11th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
 Coghill Peter A. 17 Breed Street TRARALGON VIC 3844
 Coillet Kimball R. 71 Yarra Street HEIDELBERG VIC 3084
 Colja Tatyana M. 49 Milleara Road KEILOR EAST VIC 3033
 Collett Anthony R. 34 Bowen Crescent CARLTON NORTH VIC 3054
 Collins Ian J. 84 Cottrell Street WERRIBEE VIC 3030
 Colman Steven 244 Malvern Road PRAHRAN VIC 3181
 Colman Steven South Yarra Dental Group 207 Williams Road SOUTH YARRA VIC 3141
 Condon Gerard D. 167 Buckley Street ESSENDON VIC 3040
 Condon Jeffrey T. 15 Fowler Street MOE VIC 3825

Cook Robert M. Nepean Day Surgery Centre 1537 Nepean Highway ROSEBUD VIC 3939

Cook Robert M. 162 Welsford Street SHEPPARTON VIC 3630

Cook Robert M. 144 Langtree Avenue MILDURA VIC 3500

Cook Robert M. 766 Elizabeth Street MELBOURNE VIC 3000

Cook Robert M. Hastings Hospital Corner Coolstore Road & Victoria Street HASTINGS VIC 3915

Cooper Howard E. Suite B, Medical Centre Building Taylors Lakes Shopping Centre TAYLORS LAKES VIC 3038

Cosma Dino Riachella Building 4/79 Nicholson Street FOOTSCRAY VIC 3011

Coveney Allan C. 75 McCallum Street SWAN HILL VIC 3586

Coveney Allan C. 250 Deakin Avenue MILDURA VIC 3500

Coveney Allan C. Dental Clinic Ouyen & District Hospital Britt Street OUYEN VIC 3490

Cowcher William B. Toorak Dental Group 1a Grange Road TOORAK VIC 3142

Crack John C. 370 High Street PRESTON VIC 3072

Cracknell Lindsay G. 138 Union Road SURREY HILLS VIC 3127

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Cramer John G. P.O. Box 157 TORQUAY VIC 3228

Cran Stuart A. 76 Turnham Avenue ROSANNA VIC 3084

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Croagh Michael F. 301 High Street ASHBURTON VIC 3147

Crockett David N. 616-618 Park Road PARK ORCHARDS VIC 3114

Crockett David N. 9 Bond Street RINGWOOD VIC 3134

Crombie Owen 495 Hampton Street HAMPTON VIC 3188

Crosbie Special Accommodation 21 Crosbie Road MURRUMBEENA VIC 3163

Csillag Gabriel D. 9 Raglan Street NORTH BALLARAT VIC 3350

Cunningham Peter J. 4 Howitt Street SOUTH YARRA VIC 3141

Curnow David J. 56 Robinson Street DANDENONG VIC 3175

Curtain James L. 15th Floor 15 Collins Street MELBOURNE VIC 3000

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Dale Rex W. H. 547 Mitcham Road VERMONT VIC 3133

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Dalitz Gerald D. 8 Bent Street BENTLEIGH VIC 3204

Dalitz Gerald D. 157 Kingsclere Avenue KEYSBOROUGH VIC 3173

Dalley Donald R. 15 Hoddle Street RICHMOND NORTH VIC 3121

Dandas Fortina 15 Geum Street GLENROY VIC 3046

Daniel Pamela F. 29 St Johns Avenue CAMBERWELL VIC 3124

Daniel Robin C.R. 286 Dorset Road BORONIA VIC 3155

Danylak Stefan Suite 5 21-23 Arnold Street BOX HILL VIC 3128

Darby Chris J. Sunbury Clinic 17 Macedon Street SUNBURY VIC 3429

Darrer Raphael J. 362 High Street LOWER TEMPLESTOWE VIC 3107

Davies James D. 271 Canterbury Road FOREST HILL VIC 3131

Davies John A. Rostellan Farm 330 Robinsons Road LANGWARRIN VIC 3910

Davies Peter C. 81 Collins Street MELBOURNE VIC 3000

Davis Francis J. Louis Professional Suites 23 Louis Street AIRPORT WEST VIC 3042

Dawkins John ANA Dental Care 28 Elizabeth Street MELBOURNE VIC 3000

Day Roy E. 257 Camberwell Road CAMBERWELL VIC 3124

De Poi Robert 127 Sydney Road COBURG VIC 3058
Dean Alan W. 155 Park Road CHELTENHAM VIC 3192
Dean Grant K. 75 Indi Avenue RED CLIFFS VIC 3496
Dean Grant K. 129 Langtree Avenue MILDURA VIC 3500
Deans Fergus H. 63 Fairnairn Road SUNSHINE VIC 3020
Deen Timothy S. 15 Maroondah Highway LILYDALE VIC 3140
Degen Zev D. 199a North Road GARDENVALE VIC 3185
Del Rio Agustin 115 Paisley Street FOOTSCRAY VIC 3011
Delahey Peter J. 237 Highfield Road BURWOOD VIC 3125
Delbridge Rodney P. Falls Road FISH CREEK VIC 3959
Desai Mala Somerville Dental Clinic 64 Station Street SOMERVILLE VIC 3912
Desai Mala Heidelberg West Community Centre 20 Morobe Street HEIDELBERG WEST VIC 3081
Di Salvo Anthony A. 220 Camberwell Road HAWTHORN EAST VIC 3123
Di Salvo Anthony A. 25 Carisbrook Crescent LOWER PLENTY VIC 3093
Dickinson Anthony J. G. 1568 Malvern Road GLEN IRIS VIC 3146
Dickinson Clive R. 194 Thompsons Road BULLEEN VIC 3105
Dickinson David D. Main Street RUTHERGLEN VIC 3685
Dickinson David D. 1st Floor 478 Chapel Street SOUTH YARRA VIC 3141
Dickinson Gerald R. Suite 2 2nd Floor Alcaston House 2 Collins Street MELBOURNE VIC 3000
Didelis Richard A. 40 Bayview Road GLENROY VIC 3046
Dillon Anthony J. 3 Wahroonga Crescent MURRUMBEENA VIC 3163
Dimitropoulos Steve 81 Holmes Road MOONEE PONDS VIC 3039
Dimos Christopher N. 17th Floor 303 Collins Street MELBOURNE VIC 3000
Dineen Anthony J. 284 Maroondah Highway HEALESVILLE VIC 3777
Dobson Byron C. 741 Burwood Highway FERNTREE GULLY VIC 3156
Donnellan Darren F. 41 Princes Highway DANDENONG VIC 3175
Donohue Francis H. 277 Boronia Road BORONIA VIC 3155
Donovan John A. 21 Ringwood Street RINGWOOD VIC 3134
Donovan William J. 12 Collins Street MELBOURNE VIC 3000
Dooley Brian S. 10th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
Dooley Frank X. Manchester Unity Building 220 Collins Street MELBOURNE VIC 3000
Doukas Stella 6 Chatham Street PRAHRAN VIC 3181
Doupe Laurence S. 963 Doncaster Road DONCASTER EAST VIC 3109
Douros Peter Coates Building 20 Collins Street MELBOURNE VIC 3000
Douros Peter 254 High Street NORTHCOTE VIC 3070
Doutch John W. 137 Grimshaw Street GREENSBOROUGH VIC 3088
Doutch John W. Medical Centre 82-84 Main Hurstbridge Road DIAMOND CREEK VIC 3089
Dowling Brian W. 108 Canterbury Road HEATHMONT VIC 3135
Dowling Brian W. 2a Churchill Street MONT ALBERT VIC 3127
Dowling Lawrence G. 240 Springvale Road GLEN WAVERLEY VIC 3150
Down Alexander R. 9 Collegium Avenue MULGRAVE VIC 3170
Down Harold R. 133 Cleeland Street DANDENONG VIC 3175
Doyle Kevin G. 303 Collins Street MELBOURNE VIC 3000
Doyle Kevin G. 65 Linda Crescent HAWTHORN VIC 3122
Doyle Myles B. 80 Fletcher Street ESSENDON VIC 3040
Drew Denis B. Corner Maroondah Highway & Victoria Road CHIRNSIDE PARK VIC 3116
Drysdale Bruce G. H. 103 Princes Way DROUIN VIC 3818
Duchovni Ludmila 18 Market Street BOX HILL VIC 3128
Duffy Stuart G. Suite 1 145 Wattletree Road MALVERN VIC 3144
Duncan Bruce O. 135 Chapel Street ST KILDA VIC 3182

Durham Pauline P. 84 Cottrell Street WERRIBEE VIC 3030
 Edmonds Ian E. 3 Joseph Banks Crescent ENDEAVOUR HILLS VIC 3802
 Edwards Richard J. 46 McAlister Street SALE VIC 3850
 Edwards Richard J. Woorayl Hospital LEONGATHA VIC 3953
 Edwards Richard J. 3 Barkly Street WARRAGUL VIC 3820
 Edwards Richard J. Dental Department Latrobe Regional Hospital Moe Campus Ollerton Avenue MOE VIC 3825
 Edwards Richard J. Outpatients Central Gippsland Hospital Princes Highway TRARALGON VIC 3844
 Eelderink Wilma J. Corner Toorak & Glenferrie Roads KOOYONG VIC 3144
 Ehrmann Ernst H. 11th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Ekinci Harutyun 157 Kingsclere Avenue KEYSBOROUGH VIC 3173
 Ellett David F. Suite 3003 3rd Floor Westfield Shoppingtown 619 Doncaster Road DONCASTER VIC 3108
 Ellett David F. 831 Glenferrie Road KEW VIC 3101
 Ellett David F. 2 MacMeikan Street WHITTLESEA VIC 3757
 Ellett David F. Eltham Specialist Centre 1168 Main Road ELTHAM VIC 3095
 Elliot Gillian M. 452 Wellington Street CLIFTON HILL VIC 3068
 Ellison David J. Suite 1 2nd Floor Alcaston House 2 Collins Street MELBOURNE VIC 3000
 Eltham Council Clinic Main Road ELTHAM VIC 3095
 Emberson V.C. Oscar 1a Hanover Road VERMONT SOUTH VIC 3133
 Emery Luke D. 15 Maroondah Highway LILYDALE VIC 3140
 Emery Luke D. 46 Union Grove SPRINGVALE VIC 3171
 Emery Russell D. 88 Railway Street ALTONA VIC 3018
 Eves Peter A. 65 Linda Crescent HAWTHORN VIC 3122
 Ewin Colin A. 177a Springvale Road NUNAWADING VIC 3131
 Exler Leonid 20 Railway Crescent BROADMEADOWS VIC 3047
 Exler Leonid 340 Whitehorse Road BALWYN VIC 3103
 Ezerins Andrew 337 Main Road EMERALD VIC 3782
 Fairlie Jnr W. Douglas 544 High Street NORTHCOTE VIC 3070
 Faktor Roland M. 1c Hanover Road VERMONT SOUTH VIC 3133
 Falconer Hadley C. 5th Floor 100 Collins Street MELBOURNE VIC 3000
 Fanning Gerard M. 75 Aitken Street GISBORNE VIC 3437
 Farmer Cameron G. 64 Station Street SOMERVILLE VIC 3912
 Farmer Glenda M. 240 Springvale Road GLEN WAVERLEY VIC 3150
 Farmer Grant M. 240 Springvale Road GLEN WAVERLEY VIC 3150
 Farnworth Michael J., Warrandyte Consulting Rooms 2 Tresize Street WARRANDYTE VIC 3113
 Farren Paul J. Suite 1 Brockwood House 424-426 Nepean Highway FRANKSTON VIC 3199
 Farren Paul J. Suite 4 Jamieson House 12 Jamieson Street CHELTENHAM VIC 3192
 Fast Georges M. Shop 5 785 Pascoe Vale Road GLENROY VIC 3046
 Fast Georges M. 440 High Street NORTHCOTE VIC 3070
 Fast Georges M. 115 St Andrews Street BRIGHTON VIC 3186
 Favaloro Peter D. 38 Nicholson Street ORBOST VIC 3888
 Favaloro Peter D. Shop 4 239 Esplanade LAKES ENTRANCE VIC 3909
 Favaloro Philip G. 89 The Parade OCEAN GROVE VIC 3226
 Feely Denis P. 7 Beach Street DROMANA VIC 3936
 Feely Denis P. Suite 1 15 Bay Road MOUNT MARTHA VIC 3934
 Feiglin Barry, The Medical Centre 517 St Kilda Road MELBOURNE VIC 3000
 Fennell Lloyd H. 13 Eldale Avenue GREENSBOROUGH VIC 3088
 Fennell Lloyd H. 96 Gratton Street CARLTON VIC 3053

Fennell Lloyd H. 94 Kooyong Road CAULFIELD NORTH VIC 3161
Fenwick David N. 12 Collins Street MELBOURNE VIC 3000
Fenwick David N. 754 Hampton Street BRIGHTON VIC 3186
Ferguson Helen 99 Princes Highway TRAFALGAR VIC 3824
Ferguson Helen 6 Church Street MORWELL VIC 3840
Ferguson Iain 20 Kay Street TRARALGON VIC 3844
Ferguson Iain 190 Foster Street DANDENONG VIC 3175
Ferguson Iain 101 Carrington Road BOX HILL VIC 3128
Ferguson Iain 128 Tanti Avenue MORNINGTON VIC 3931
Fernando K. Christopher 135 Jacksons Road NOBLE PARK VIC 3174
Ferris Colin R. Sunbury Clinic 17 Macedon Street SUNBURY VIC 3429
Ferrari Mark A. 25 Luck Street ELTHAM VIC 3095
Field Patrick W. 141 Martin Street GARDENVALE VIC 3185
Figdor David The Medical Centre 517 St Kilda Road MELBOURNE VIC 3000
Finch Peter R. 20 Florida Avenue BEAUMARIS VIC 3193
Fink Pete 579 Gilbert Road PRESTON VIC 3072
Finney Richard L. 134 Centre Dandenong Road DINGLEY VIC 3172
Finti Adrian J. 898 Glenhuntly Road CAULFIELD SOUTH VIC 3162
Fisher Andrew M. 320 Rossiter Road KOO WEE RUP VIC 3981
Fishman Ian A. Manchester Unity Building 220 Collins Street MELBOURNE VIC 3000
Fitz-Walter Paul B. 2 Victoria Road CAMBERWELL VIC 3124
Fitzgerald Patrick J. Plaza Clinic 20 McKimmies Road LALOR VIC 3075
Fitzgerald Patrick J. 126 Watsonia Road WATSONIA VIC 3087
Fitzpatrick Peter M. 36 Welsford Street SHEPPARTON VIC 3630
Flanagan Paul T. 273 The Boulevard IVANHOE VIC 3079
Flannery Genevieve M. 4 King Street COBURG VIC 3058
Fleiszig Michelle H. 8 The Strand CHADSTONE VIC 3148
Fleiszig Monica L. Suite 7 Midway Arcade 145 Whitehorse Road RINGWOOD VIC 3134
Fleiszig Monica L. 20 Anderson Road HAWTHORN EAST VIC 3123
Fleming Matthew S. 3 Highlands Road THOMASTOWN VIC 3074
Flood Andrew M. 12th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
Flourentzou-Kokotsis Flora Corner Lower Plenty & Martins Lane VIEW BANK VIC 3084
Fogarty Eileen P. 509 Sydney Road COBURG VIC 3058
Fong Stephen S. C. 60 Bridge Street ELTHAM VIC 3095
Forsyth Nigel A. 42 Welsford Street SHEPPARTON VIC 3630
Foster Ross O. 1a Grange Road TOORAK VIC 3141
Fowler G. Graeme 803 Mair Street BALLARAT VIC 3350
Fowler Joy E. Medical Centre, 55 Victoria Parade FITZROY VIC 3065
Fowler Kathryn E. 33 Lydiard Street South BALLARAT VIC 3350
Fowler Scott C., Medical Centre, St Vincents Hospital 55 Victoria Parade FITZROY VIC 3065
Fox David H. 741 Burwood Highway FERNTREE GULLY VIC 3156
Fox-Smith Judith E. 64 Colby Drive BELGRAVE HEIGHTS VIC 3160
Fox-Smith Judith E. 10 Langmore Lane BERWICK VIC 3806
Foy Colin, Medical Centre 82-84 Main Hurstbridge Road DIAMOND CREEK VIC 3089
France J. Nicholas W. Parkridge Medical Centre 189 Dandelion Drive ROWVILLE VIC 3178
France J. Nicholas W. 45 Main Street PAKENHAM VIC 3810
Francis Hewitt Community Centre Brown Street HAMILTON VIC 3300
Franzmann Anthony D. Suite 5 47 Plenty Road BUNDOORA VIC 3083
Franzmann Michael J. 75 McCallum Street SWAN HILL VIC 3586
Fraser Julie K. Coates Building 20 Collins Street MELBOURNE VIC 3000
Frazzetto Sebastian 21 Station Street WERRIBEE VIC 3030

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 Frederick Ernest W. 244 Malvern Road PRAHRAN VIC 3181
 Freedman Adrian R. 1330 Centre Road CLAYTON VIC 3168
 Freedman Adrian R. 17 Ian Street NOBLE PARK VIC 3174
 Freeman David B. Rockbank Farm WOLLERT VIC 3750
 Freeman Howard A. 100 Collins Street MELBOURNE VIC 3000
 Freiverts Silvia 59 Errol Street NORTH MELBOURNE VIC 3051
 French Robert H. 10 Seddon Street IVANHOE VIC 3079
 French Ronald H. 82 The Eyrie EAGLEMONT VIC 3084
 Friedmann Stephen 155 Domain Road SOUTH YARRA VIC 3141
 Fryday Alan K. Louis Prof Suites 23 Louis Street AIRPORT WEST VIC 3042
 Fuller David J. 22 Carpenter Street BRIGHTON VIC 3186
 Fulop Ronald K. 1593 Ferntree Gully Road KNOXFIELD VIC 3180
 Fulop Ronald K. 56 Robinson Street DANDENONG VIC 3175
 Fussell Frank I. Suite 4 3rd Floor Highpoint West Rosamond Road MARIBYRNONG Vic 3032
 Galanos William 29 Balcombe Road MENTONE VIC 3194
 Ganey John M. Thompson Street HAMILTON VIC 3300
 Gardner Paul C. 36 Garden Street GEELONG VIC 3220
 Gardner-Berry Dale 258 Keilor Road ESSENDON NORTH VIC 3041
 Garita Mario J. Corner Maroondah Highway & Victoria Road CHIRNSIDE PARK VIC 3116
 Garrett A. Peter 162 Welsford Street SHEPPARTON VIC 3630
 Garrett James F. 161b Derby Street PASCOE VALE VIC 3044
 Gault Ian A. Vimy House Private Hospital 5 Studley Avenue KEW VIC 3101
 Gazelakis Efthimios 183 Moreland Road MORELAND VIC 3058
 Gazzard Russell W. 9 Grange Road MORNINGTON VIC 3931
 Gelin Martin O. 50 Bailey Street BAIRNSDALE VIC 3875
 Georgiou John 7 Devonshire Road SUNSHINE VIC 3020
 Gerraty Brian J. 65 Droop Street FOOTSCRAY VIC 3011
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 Ghensi Henry G. 75 McCallum Street SWAN HILL VIC 3586
 Giannellis Jim R. 482 Balcombe Road BEAUMARIS VIC 3193
 Gibbons Stephen D. 5th Floor 766 Elizabeth Street MELBOURNE VIC 3000
 Gibson Annette R. B. 56 Cunninghame Street SALE VIC 3850
 Gibson Annette R. B. 113 Johnson Street MAFFRA VIC 3860
 Gibson D. Michael 193 Franston-Flinders Road FRANKSTON VIC 3199
 Gibson John J. 56 Cunninghame Street SALE VIC 3850
 Gibson John J. 113 Johnson Street MAFFRA VIC 3860
 Gikas Andrew 23 Collins Street MORWELL VIC 3840
 Gilchrist Gary J. 482 Balcombe Road BEAUMARIS VIC 3193
 Gildea John 607 Plenty Road PRESTON EAST VIC 3073
 Gilheany John C. 789 Rathdowne Street CARLTON NORTH VIC 3054
 Gilheany Peter A. Suite 9 Brockwood House 424-426 Nepean Highway FRANKSTON VIC 3199
 Gill Gerald J. 290 Springvale Road GLEN WAVERLEY VIC 3150
 Gill John A. 6 The Highway MOUNT WAVERLEY VIC 3149
 Gill Richard W. J. 7 Melville Road BRUNSWICK WEST VIC 3055
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 Gillies R. Ian 781 Glenferrie Road HAWTHORN VIC 3122

Gillies Richard B. 10th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
 Gillies Richard B. 70 Paisley Street FOOTSCRAY VIC 3011
 Gin Greg S.L. 42 Wellington Street KERANG VIC 3579
 Gin Greg S.L. Civic Centre King Edward Street COHUNA VIC 3568
 Gin Steward SSL 42 Wellington Street KERANG VIC 3579
 Gizinski Alicja J. 719 High Street KEW EAST VIC 3102
 Glavici Giuseppe O. 2265 Nepean Highway RYE VIC 3941
 Gleeson Patrick W. 521 Toorak Road TOORAK VIC 3142
 Gleeson Paul A. 2265 Nepean Highway RYE VIC 3941
 Glenroy Dental Group 785 Pascoe Vale Road GLENROY VIC 3046
 Gliddon Christopher A. 104 Lower Plenty Road ROSANNA VIC 3084
 Glover Richard E. 63 Kepler Street WARRNAMBOOL VIC 3280
 Glynn Peter F. Farrer House 15 Collins Street MELBOURNE VIC 3000
 Godfrey John L. 5 Station Road RED HILL SOUTH VIC 3937
 Godfrey Victor C. 33 Lydiard Street SOUTH BALLARAT VIC 3350
 Gofron Joseph J. 131 Templewood Crescent AVONDALE HEIGHTS VIC 3034
 Goldberg Leon 27 McFarlane Street KEILOR EAST VIC 3033
 Goldberg Roland 72 Electra Street WILLIAMSTOWN VIC 3016
 Goldman Edmund 364 Dandenong Road ST KILDA EAST VIC 3183
 Goldman Robert G. 276 Burwood Road BURWOOD VIC 3125
 Goldsmith Charles P. D. 114b Mount Pleasant Road BELMONT VIC 3216
 Goldsmith David A. 11 Lyons Street NORTH BALLARAT VIC 3350
 Goodley John W. 24 Highett Street MANSFIELD VIC 3722
 Goodman John L. 165 Ormond Road ELWOOD VIC 3184
 Goodman John L. 28 Capital Avenue GLEN WAVERLEY VIC 3150
 Goodrich Ann 716 Station Street BOX HILL VIC 3128
 Gordic Nikolas S. Corner Paisley & Albert Streets FOOTSCRAY VIC 3012
 Gordic Nikolas S. 56 Railway Avenue RINGWOOD EAST VIC 3135
 Gould Ian S. 143 Mount Dandenong Road CROYDON VIC 3136
 Graham Bernard W. 5th Floor Harley House 71 Collins Street MELBOURNE VIC 3000
 Graham Jeremy P. 275 Hawthorn Road CAULFIELD VIC 3162
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 CHELTENHAM VIC 3192
 Grant David T. 320 Rossiter Road KOO WEE RUP VIC 3981
 Grant Robert L. 123 Ryrrie Street GEELONG VIC 3220
 Greed Brian A. 65 Nunn Street BENALLA VIC 3672
 Green Ross P. 184 Bay Street BRIGHTON VIC 3186
 Gregg Frank A. 24 Murphy Street WANGARATTA VIC 3677
 Griffiths David M. 32 Albert Street WARRAGUL VIC 3820
 Griffiths Susan J. 32 Albert Street WARRAGUL VIC 3820
 Gronow Andrew Suite D 109 Mathoura Road TOORAK VIC 3142
 Grummett Timothy M. 11 Drummond Street BALLARAT VIC 3350
 Gualtierio Vaccari Village Plenty Road SOUTH MORANG VIC 3725
 Guida Maria Sunbury Clinic 17 Macedon Street SUNBURY VIC 3429
 Gutteridge Richard B. Rutherglen Medical Centre 161 High Street RUTHERGLEN VIC
 3685
 Gutteridge Richard B. 2/66 Belmore Street YARRAWONGA VIC 3730
 Gwyther Rhonda F. 723 Pascoe Vale Road GLENROY VIC 3046
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Halkyard Philip L. 28 Were Street MONTMORENCY VIC 3094

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Hall Donald M. 177a Springvale Road NUNAWADING VIC 3131

Hall Geoffrey 1st Floor 782 Glenhuntly Road CAULFIELD SOUTH VIC 3162

Hall Legh A. 209 Anstruther Street ECHUCA VIC 3564

Hall Timothy J. 284 Maroondah Highway HEALESVILLE VIC 3777

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Hannebery John T. 370 High Street PRESTON VIC 3072

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 Heriot Basil F. 6 Morton Street BOX HILL SOUTH VIC 3128
 Heritage Dental Clinic 412-422 Racecourse Road FLEMINGTON VIC 3031
 Heritage Dental Clinic 844 Nepean Highway MOORABBIN VIC 3189
 Heritage Dental Clinic 176 Lonsdale Street DANDENONG VIC 3175
 Heritage Dental Clinic 69 Brighton Road ELWOOD VIC 3184
 Heritage Dental Clinic 4 Burke Road EAST MALVERN VIC 3145
 Herson Milton 136 Bay Street PORT MELBOURNE VIC 3207
 Hess Michael E. 370 High Street PRESTON VIC 3072
 Hewson Drew R. 77 Stud Road DANDENONG VIC 3175
 Hewson Drew R. Dental Clinic Base Hospital Ryot Street WARRNAMBOOL VIC 3280
 Hewson Drew R. Private Consulting Rooms St John of God Hospital 80 Myers Street
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 Highfield Maria L. 575 Riversdale Road CAMBERWELL VIC 3124
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 Hill Anthony J. 131 Heaths Road WERRIBEE VIC 3030
 Hill Jason A. 57 Royal Parade PARKVILLE VIC 3052
 Hill Philip J. 49 Williamsons Road DONCASTER VIC 3108
 Hillman James F. 76 Graham Road HIGHETT VIC 3190
 Hinckfuss Bruce W. 246 Latrobe Terrace GEELONG VIC 3220
 Hinckfuss Bruce W. Suites 13-14 Village Shopping Centre Bacchus Marsh Road CORIO
 VIC 3214
 Hindle Robert G. 77 Cotham Road KEW VIC 3101
 Hinrichsen Gordon J. 360 Nepean Highway FRANKSTON VIC 3199
 Hirsh Don L. 338 Carlisle Street BALACLAVA VIC 3183
 Hirsh Hymie 45 Glenda Street DONCASTER VIC 3108
 Hiscock Russell L. 375 Montague Street ALBERT PARK VIC 3206
 Ho Dominic 27 McFarlane Street KEILOR EAST VIC 3033
 Ho Michael T.L. 244 Union Road ASCOT VALE VIC 3032
 Ho Kian H. 342 High Street PRESTON VIC 3072
 Ho Victor 31 Paisley Street FOOTSCRAY VIC 3011
 Hobday Kenneth S. 58 Hillcrest Drive WESTMEADOWS VIC 3049
 Hobson Carl G. 4 William Buckley Way SORRENTO VIC 3943
 Hocking Howard J. 63-65 Main Street PAKENHAM VIC 3810
 Hoffmann Joseph M. 1 Duncan Street FAIRFIELD VIC 3078
 Hofman Soloman 1st Floor City Square Knox Towerpoint Burwood Highway WANTIRNA
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 Hornng Caroline 320 Victoria Street RICHMOND VIC 3121
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 Horwood Martin J. 70 Ovens Street WANGARATTA VIC 3677
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 Houghton David S. 31 Wantirna Road RINGWOOD VIC 3134
 Houghton David S. Suite 3 143 Napier Street ESSENDON VIC 3040
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 Hudson Thomas J. Kilmore Clinic 28 Victoria Parade KILMORE VIC 3764
 Hughes Anthony 166 Main Road LOWER PLENTY VIC 3093
 Hughes Lyndsay J. 12 Yarradale Road TOORAK VIC 3142
 Hull Pamela B. 76 Whitehorse Road DEEPDENE VIC 3103
 Hung Cheung-To T. J. 755 High Street THORNBURY VIC 3071
 Hunter Fiona W. 167 Koornang Road CARNEGIE VIC 3163
 Huntley Tracey A. 4 Terrara Road VERMONT VIC 3133
 Hurley Daniel J. 36 Garden Street GEELONG VIC 3220
 Hurse Maxwell R. 481 Centre Road BENTLEIGH VIC 3204
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 Hutton John I. 31 Beach Street FRANKSTON VIC 3199
 Huynh Taam T. 23 Balmoral Avenue SPRINGVALE VIC 3171
 Hyland Alisa L. 862 Burke Road CANTERBURY VIC 3126
 Hymer Agim 144 Langtree Avenue MILDURA VIC 3500
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Ivill Russell J. 78-90 Allan Street KYABRAM VIC 3620

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Johnston Raymond S. 50 Smythe Street BENALLA VIC 3672

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 Kleine Richard T. 150 Canterbury Road BLACKBURN SOUTH VIC 3130
 Klimowitsky Simon 955 Centre Road OAKLEIGH SOUTH VIC 3167
 Klos Michaela Suite 3 1a Carrington Road BOX HILL VIC 3128
 Knapp Mark W. 923 Riversdale Road SURREY HILLS VIC 3127
 Knapp Mark W. 45 Toorak Road SOUTH YARRA VIC 3141
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 Kostka Andrei V. 64 Station Street SOMERVILLE VIC 3912
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 Kurdiovsky Maryla 16 Cranbourne Road FRANKSTON VIC 3199
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 Kwong James 2 Maskell Street BRIGHTON VIC 3186
 Kyneton Lodge Special Accom 29 Donnithorne St KYNETON VIC 3444
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 Lakoumentas Constantine Dental Clinic Monash Medical Centre Clayton Road CLAYTON VIC 3168
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 Lam Swann N. X. 21 Ringwood Street RINGWOOD VIC 3134
 Lambourne Michael W. T. 1300 Toorak Road BURWOOD VIC 3125
 Lambrineas Jim T. 233-237 Edgars Road THOMASTOWN VIC 3074
 Lamm Danny 937-943 Dandenong Road MALVERN EAST VIC 3145
 Landy Michael J. 984 Main Road HURSTBRIDGE VIC 3099
 Landy Rosemary A. 52 Farm Street NEWPORT VIC 3015
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 Langdon Joseph G. P. 1 Dickasons Road HEATHMONT VIC 3135
 Langford Anthony Coates Building 20 Collins Street MELBOURNE VIC 3000
 Langton-Joy Andrew 28 Capital Avenue GLEN WAVERLEY VIC 3150
 Laslett Anne-Marie 19 Sherman Street FOREST HILL VIC 3131
 Latham Carl 66 Main Street UPWEY VIC 3158
 Latham Carl 2 Charman Avenue EMERALD VIC 3782
 Latham Timothy 76 Turnham Avenue ROSANNA VIC 3084
 Lavery Daniel 50 Campaspe Street ROCHESTER VIC 3561
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 Lee Brian W. 42 Wellington Street KERANG VIC 3579
 Lee Brian W. 28 Bramble Street BENDIGO VIC 3550

Lee Doug W. 75 McCallum Street SWAN HILL VIC 3586
 Lee Jenny P. S. 815 Doncaster Road DONCASTER VIC 3108
 Lee Jenny P. S. 290 Springvale Road GLEN WAVERLEY VIC 3150
 Lee Jocelyn 1593 Ferntree Gully Road KNOXFIELD VIC 3180
 Lee Mingki K. 31 Somers Parade ALTONA VIC 3018
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 Lee Patricia Caulfield General Medical Centre 260 Kooyong Road CAULFIELD SOUTH VIC 3161
 Lee Paul K. P. 54 Heathfield Rise BOX HILL NORTH VIC 3129
 Lee Sai-Ping Suite 2 1st Floor 934 Whitehorse Road BOX HILL VIC 3128
 Lee Stella 613 Mair Street BALLARAT VIC 3350
 Lee Stella Suite 6 3rd Floor 517 St Kilda Road MELBOURNE VIC 3000
 Lejins Pauls A. 34 Anzac Avenue SEYMOUR VIC 3660
 Lekander Torsten I. 3 Lyon Street LEONGATHA VIC 3953
 Lentini Michael V. 8 Watton Street WERRIBEE VIC 3030
 Leonar Nominees P/L Melbank House 412 Collins Street MELBOURNE VIC 3000
 Leong Yun-Chin C. 1/4 Hoyle Street MORWELL VIC 3840
 Lerpiniere Barbara L. 1 Dickasons Road HEATHMONT VIC 3135
 Lesinskis Peter 7 Robbs Parade NORTHCOTE VIC 3070
 Lester Mark 3 Walkers Street NUNAWADING VIC 3131
 Lester Mark 47 Wanda Street MULGRAVE VIC 3170
 Lester Mark 155 Bell Street HEIDELBERG WEST VIC 3081
 Lester Mark 74a Orrong Road ELSTERNWICK VIC 3185
 Leung Vincent K. 850 Heatherton Road SPRINGVALE SOUTH VIC 3172
 Leung Vincent K. 247 Gertrude Street FITZROY VIC 3065
 Leung Wing M. 17 Wantirna Road RINGWOOD VIC 3134
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 Levecke Edward L. 21 Lyttleton Street CASTLEMAINE VIC 3450
 Levecke Jennifer L. 23 Blackburn Road BLACKBURN VIC 3130
 Levecke William E. 23 Blackburn Road BLACKBURN VIC 3130
 Levecke William E. 296 James Cook Drive ENDEAVOUR HILLS VIC 3802
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 Levinson Daniel S. 22 Mason Street DANDENONG VIC 3175
 Levinson Daniel S. 1st Floor 101 Toorak Road SOUTH YARRA VIC 3141
 Levy Martin 77 Beach Street FRANKSTON VIC 3199
 Lew Sandra 338 Balaclava Road CAULFIELD NORTH VIC 3161
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 Lewin Barry J. 22 Mason Street DANDENONG VIC 3175
 Lewin Barry J. 1st Floor 101-105 Toorak Road TOORAK VIC 3141
 Lewis A. K. 101 Chandler Road NOBLE PARK VIC 3174
 Lewis A. K. 49 Locharn Crescent KEYSBOROUGH VIC 3173
 Lewis Hayward J. 700 Inkerman Road CAULFIELD VIC 3162
 Lidstone Anthony Dental Clinic Base Hospital HAMILTON VIC 3300
 Liew Christina 34 Margaret Street MOONEE PONDS VIC 3039
 Liew Kon C. 2-4 Short Street ST ARNAUD VIC 3478
 Lim Corinne H. Y. 3rd Floor Api Building 600 Collins Street MELBOURNE VIC 3000
 Lim Grace K. G. 412 Bay Street BRIGHTON VIC 3186

Lim Im J. 389 Burnley Street BURNLEY VIC 3121
 Lindner Cecylia 17 Findon Crescent KEW VIC 3101
 Lindsay Ian R. 6th Floor 252 Collins Street MELBOURNE VIC 3000
 Linfoot Murray J. 49 De Saily Street SALE VIC 3850
 Ling Eng-Seng 349 Childs Road MILL PARK VIC 3082
 Lingham V. Y. 424 Police Road DANDENONG NORTH VIC 3176
 Linker Rudolf G. Dental Department, Latrobe Regional Hospital, Moe Campus, Ollerton Avenue MOE VIC 3825
 Linker Rudolf G. 190 Foster Street DANDENONG VIC 3175
 Linker Rudolf G. 101 Carrington Road BOX HILL VIC 3128
 Linker Rudolf G. 128 Tanti Avenue MORNINGTON VIC 3931
 Liosis Konstantina P. Flat 1 34 Docker Street ELWOOD VIC 3184
 Liosis Konstantina P. 183 Morland Road BRUNSWICK VIC 3056
 Liosis Konstantina P. 412 Bay Street BRIGHTON VIC 3186
 Liow Sze-Yin Y. 20a Tunstall Square DONCASTER EAST VIC 3109
 Lipshatz Jeffrey 757 High Street GLEN WAVERLEY VIC 3150
 Lipshatz Jeffrey 2 Bayview Street ELSTERNWICK VIC 3185
 Lipshutz Jeffrey A. 1st Floor 39 Military Road AVONDALE HEIGHTS VIC 3034
 Lo Alvin N. W. 1078 Doncaster Road DONCASTER EAST VIC 3109
 Loader Douglas C. 374 Bridge Road RICHMOND VIC 3121
 Lobaza Edmond A. Alcaston House, 2 Collins Street MELBOURNE VIC 3000
 Lobaza Edmond A. 23 Hyde Street FOOTSCRAY VIC 3011
 Locke John C. G. 1568 Malvern Road GLEN IRIS VIC 3146
 Lohyn Roman E. 8th Floor Kurrajong House 175 Collins Street MELBOURNE VIC 3000
 Longano Bruno V. 56 Robinson Street DANDENONG VIC 3175
 Loo Yew-Kung, Albert Street Medical Centre 372-376 Albert Street EAST MELBOURNE VIC 3002
 Loo Yew-Kung 246 Melville Road PASCOE VALE SOUTH VIC 3044
 Love Steven D. 321 Bay Street BRIGHTON VIC 3186
 Lu Lien T. 1a Hanover Road VERMONT SOUTH VIC 3133
 Lu Raymond 115 Paisley Street FOOTSCRAY VIC 3011
 Lu Toan M. 131 Paisley Street FOOTSCRAY VIC 3011
 Lucas James O. Corner Toorak & Glenferrie Roads MALVERN VIC 3144
 Lucas Paul K. 6 Montrose Road MONTROSE VIC 3765
 Lui Rebecca 3 Adella Place TEMPLESTOWE VIC 3106
 Luk George J. Z. Coates Building 20 Collins Street MELBOURNE VIC 3000
 Lustig Lewis 279 Doncaster Road BALWYN NORTH VIC 3104
 Lutheran Rest Home Trinity Drive HORSHAM VIC 3400
 Lyall Roderick 39 Bay Road SANDRINGHAM VIC 3191
 Lye David L. Caspers Tourist Park London Road STAWELL VIC 3380
 Lye David L. 143 Baillie Street HORSHAM VIC 3400
 Lye David L. 83 High Street ARARAT VIC 3377
 Lynch Eugene J. 5 Church Street BEAUMARIS VIC 3193
 Lynch Geoffrey J. Medical Centre 82-84 Main Hurstbridge Road DIAMOND CREEK VIC 3089
 Lynch Geoffrey J. 137 Grimshaw Street GREENSBOROUGH VIC 3088
 Lynch Gregory P. Bundoora Dental Clinic Suite 5 1st Floor Village Centre 47 Plenty Road BUNDOORA VIC 3083
 Lynch Malcolm K. 181 High Street NORTHCOTE VIC 3070
 MacAvoy Warwick G. 171 Greville Street PRAHRAN VIC 3181
 MacDonald Janette F. Suite 13 497 Burke Road HAWTHORN EAST VIC 3123
 MacDonald Steward W. 59 Glenferrie Road MALVERN VIC 3144
 MacLennan Gillian R. Corner Kooyong & Malvern Roads TOORAK VIC 3142

Magee Erik A. 1a Market Street MOE VIC 3825
 Magee Erik A. 12 Kay Street TRARALGON VIC 3844
 Magila P/L Corner Bay Street & Nepean Highway BRIGHTON VIC 3186
 Maginness Keith T. 466 Mount Dandenong Road KILSYTH VIC 3137
 Maimur Andrew A. 371 High Street MELTON VIC 3337
 Main Street Dental Group 223 Main Street BACCHUS MARSH VIC 3340
 Makeham Leon J. Tallangatta Hospital TALLANGATTA VIC 3700
 Makiv Emil L. P. 161 Princes Highway DANDENONG VIC 3175
 Makodent P/L 193 Whitehorse Road BLACKBURN VIC 3130
 Malamas Nicholas 9 Devonshire Road SUNSHINE VIC 3020
 Malin Peter 22 Hardy Street LILYDALE VIC 3140
 Maliszewski Jerzy J. 95 Bell Street COBURG VIC 3058
 Maliszewski Jerzy J. 10th Floor 24 Collins Street MELBOURNE VIC 3000
 Maliszewski Jerzy J. Suite 3 4th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Malone Stuart D. 98 Maude Street SHEPPARTON VIC 3630
 Maloney Denver A. Suite 1 Lot 37 Hull Road CARRUM DOWNS VIC 3201
 Maloney Kevin T 30 Regent Street PRESTON VIC 3072
 Malouf Roger J. 113 Johnson Street MAFFRA VIC 3860
 Manley Andrea J. 721 Riversdale Road CAMBERWELL VIC 3124
 Manley Brian A. 193 Whitehorse Road BLACKBURN VIC 3130
 Mansour Alan K. 136 David Street DANDENONG VIC 3175
 Marash Loretta M. 464 Malvern Road PRAHRAN VIC 3181
 Maratos Ian N. L. 3 Campbell Street BRIGHTON VIC 3186
 Marcollo Peter 325 Hargreaves Street BENDIGO VIC 3550
 Marget Harry API Building 600 Collins Street MELBOURNE VIC 3000
 Marget Harry 781 Centre Road East BENTLEIGH VIC 3165
 Markowicz Tomasz 2-6 Hanna Drive ENDEAVOUR HILLS VIC 3802
 Markowicz Tomasz Dental Clinic Community Health Service BOX HILL VIC 3128
 Marks Ian J. 11th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
 Marriot-Smith Andrew V. 107 Main Street BAIRNSDALE VIC 3875
 Marriot-Smith Clare M. 107 Main Street BAIRNSDALE VIC 3875
 Marriott David F. Suite 1 1st Floor Westfield Shoppingtown AIRPORT WEST VIC 3042
 Marvan Elishka S. 4 Conrad Place MULGRAVE VIC 3170
 Massie Steven J. 65 Droop Street FOOTSCRAY VIC 3011
 Mathiesen Ann E. S. 333 Main Road EMERALD VIC 3782
 Mathiesen Per A. 333 Main Road EMERALD VIC 3782
 Matic Thomas Z. 95 Victoria Street ALTONA MEADOWS VIC 3028
 Matthews Danielle 937-943 Dandenong Road MALVERN EAST VIC 3145
 Matthews Danielle 9 Alexander Street MELTON VIC 3777
 Matthews John E. 167 Buckley Street ESSENDON VIC 3040
 Matthews Sandra L. South Yarra Dental Group 207 Williams Road SOUTH YARRA VIC 3141
 Mayhew Richard A. 23 Centreway Pinewood MOUNT WAVERLEY VIC 3149
 Mazzoni Livio Suites 8-9, Fountaingate Office Park 40 Magid Drive FOUNTAIN GATE VIC 3805
 McAliece Christopher A. 141 Mailing Road CANTERBURY VIC 3126
 McCallum J. Alastair R. Suite 3, Trak Arcade 73 The Terrace OCEAN GROVE VIC 3226
 McCallum J. Alastair R. Suites 13-14, Village Shopping Centre Bacchus Marsh Road CORIO VIC 3214
 McCann R. T. 4 Claremont Avenue MALVERN VIC 3144
 McCann R. T. 281 Clayton Road CLAYTON VIC 3168
 McCann Robin C. 323 Cheltenham Road KEYSBOROUGH VIC 3173

McCann Robin C. 3 Henry Street HIGHETT VIC 3190
McCarthy James F. 12 Sheffield Street CAULFIELD SOUTH VIC 3161
McCarthy Jane F. 75 Chomley Street PRAHRAN VIC 3181
McClure Ian T. 45 Station Road MALVERN VIC 3144
McCormack Peter F. 849 Pascoe Vale Road GLENROY VIC 3046
McDermott Peter Lewis Advanced Dental Technician/Laboratories Suite 1 30-32 Alchester Crescent BORONIA HEIGHTS VIC 3155
McDonald Andrew J. 101 Carrington Street BOX HILL VIC 3128
McDonald Andrew J. 190 Foster Street DANDENONG VIC 3175
McDonald Andrew J. Dental Department Latrobe Regional Hospital Moe Campus Ollerton Avenue MOE VIC 3825
McDonald Andrew J. 128 Tanti Avenue MORNINGTON VIC 3931
McDonald J. Dennis H. 831 Glenferrie Road KEW VIC 3101
McDonald J. Dennis H. Suite 3003, 3rd Floor Westfield Shoppingtown 619 Doncaster Road DONCASTER VIC 3108
McDowall Kenneth S. 1/51 Bruce Street TOORAK VIC 3142
McElwee Graeme R. 61 Nunn Street BENALLA VIC 3672
McGeachen John B. 14 Flora Street KEILOR VIC 3036
McGlade Robert J. Norwood House 17 Norwood Crescent MOONEE PONDS VIC 3039
McGlone William J. 48 Roslyn Road BELMONT VIC 3216
McGuinness Brian R. 7 Whitehorse Road BALWYN VIC 3103
McGuinness Brian R. 127 Sydney Road COBURG VIC 3058
McGuinness Margaret A. 233-237 Edgars Road THOMASTOWN VIC 3074
McGuire Shane A. 156 High Street TERANG VIC 3264
McGuire Shane A. Department of Health COLAC VIC 3250
McIntosh Angela M. 6 Church Street MORWELL VIC 3840
McIntosh Louise M. E. 9 Collegium Avenue MULGRAVE VIC 3170
McIntyre Ernest J. 46 Station Road MOORABBIN VIC 3189
McKinley Andrew G. 9 Raglan Street NORTH BALLARAT VIC 3350
McKinnon Graeme A. 44 Reid Street WANGARATTA VIC 3677
McLauchlan Elizabeth K. Glenroy Dental Group 785 Pascoe Vale Road GLENROY VIC 3046
McLean Malcolm C. 581 Melbourne Road BLAIRGOWRIE VIC 3942
McLoughlin Judith M. 74 Waverley Street MOONEE PONDS VIC 3039
McMahon James J. Tambo Upper Road SWAN REACH VIC 3903
McMahon Paul J. 25 Russell Street ESSENDON VIC 3040
McMahon David M. 17 Breed Street TRARALGON VIC 3844
McNeill David J. Suite 4 Level 12 24-28 Collins Street MELBOURNE VIC 3000
McNicol Antoni 803 Mair Street BALLARAT VIC 3350
Melbourne Caroline M. 63 Hogans Road HOPPERS CROSSING VIC 3030
Merridew Ira N. Eltham Council Clinic Main Road ELTHAM VIC 3095
Messer John B. 215 Whitehorse Road BLACKBURN VIC 3130
Mewett Shaira 89 The Parade OCEAN GROVE VIC 3226
Meyer Robert 5th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
Michelangeli Marc 132 Burgundy Street HEIDELBERG VIC 3084
Michelson Ian 70 Ovens Street WANGARATTA VIC 3677
Michelson Jaquiline A.C. 70 Ovens Street WANGARATTA VIC 3677
Mighalls Leslie G. 34 Rosanna Road HEIDELBERG VIC 3084
Miglic Kurt K. 15 Collins Street MELBOURNE VIC 3000
Milecki Adele F. 16 Sunhill Road GLEN IRIS VIC 3146
Miles Christopher C. 266 Queens Parade FITZROY NORTH VIC 3068
Miles Gregory A. Suite 5 Alcaston House 2 Collins Street MELBOURNE VIC 3000
Miller Graeme M. C. K. 250 Canterbury Road FOREST HILL VIC 3131

Miller Kevin F. 11 Stanley Grove CANTERBURY VIC 3126
 Miller Mary E. 16th Floor 15 Collins Street MELBOURNE VIC 3000
 Miller Merwyn 267 Burwood Highway BURWOOD EAST VIC 3151
 Mills Graeme S. Lister House 157 Maude Street SHEPPARTON VIC 3630
 Milner Rhys H. 65 Linda Crescent HAWTHORN VIC 3122
 Milone Eugenio J. 251 Heaths Road HOPPERS CROSSING VIC 3030
 Minc Leon 108 Patterson Road MOORABBIN VIC 3189
 Minc Leon 15 Whitmuir Road BENTLEIGH VIC 3204
 Minc Richard C. 1 Airlie Avenue PRAHRAN VIC 3181
 Mitchell Steven J. 34 Myers Street GEELONG VIC 3220
 Mitri Ragida 75 Aitken Street GISBORNE VIC 3437
 Moerenhout Roger G. 5/30a Hardy Street LILYDALE VIC 3140
 Moerenhout Roger G. 8 Bond Street RINGWOOD VIC 3134
 Moffatt Anthony R. 61 Cleeland Street DANDENONG VIC 3175
 Moffatt Harley L. 765 High Street KEW EAST VIC 3102
 Moffatt Harley L. 141 Mailing Road CANTERBURY VIC 3126
 Mok Richard K. C. 26 Charles Street MOOROOLBARK VIC 3138
 Molan Christopher 375 Whitehorse Road BALWYN VIC 3103
 Mollenhauer Barry 299 Upper Heidelberg Road IVANHOE VIC 3079
 Moloney Luke G. 2 Victoria Road CAMBERWELL VIC 3124
 Monk Martin L. 47 Lyle Street WARRACKNABEAL VIC 3393
 Montag Raymond I. 94 Kooyang Road CAULFIELD NORTH VIC 3161
 Montag Raymond I. 861a Waverley Road WHEELERS HILL VIC 3150
 Monteith Ann-Maree 193 Whitehorse Road BLACKBURN VIC 3130
 Moody John E. H. 237 Highfield Road BURWOOD VIC 3125
 Moore Brendan J. 838 Doncaster Road DONCASTER VIC 3108
 Moore H. F. 102 Hurstbridge Road DIAMOND CREEK VIC 3089
 Moore Julian N. 42 Dempster Avenue BALWYN NORTH VIC 3104
 Morris George R. 41 Princes Highway DANDENONG VIC 3175
 Morris Gregory R. 547 Glenferrie Road HAWTHORN VIC 3122
 Morris Julie C. 41 Princes Highway DANDENONG VIC 3175
 Mortimer Lennox E. 573 Barkly Street FOOTSCRAY VIC 3012
 Mostafa Omaima 1 Ellerslie Court NOBLE PARK VIC 3174
 Moulton Philip R. Suite 4 12th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Mourant Ornella 20 Carpenter Street BRIGHTON VIC 3186
 Mouritz Janice M. 8 Tranmere Street FITZROY NORTH VIC 3068
 Moutafis Trisevgeni 120 Mount Eliza Way MOUNT ELIZA VIC 3930
 Muc Slawko 1st Floor, 352 Main Road West ST ALBANS VIC 3021
 Munro Donald M. Bundoora Dental Clinic 1st Floor, Village Centre 47 Plenty Road BUNDOORA VIC 3083
 Murray Christopher Coates Building 20 Collins Street MELBOURNE VIC 3000
 Musolino Rosario R. Murchison Medical Centre Impey Street MURCHISON VIC 3610
 Murchison Medical Centre Impey Street MURCHISON VIC 3610
 Musolino Rosario R. 30 Kirkland Avenue EUROA VIC 3666
 Musolino Rosario R. Lister House 157 Maude Street SHEPPARTON VIC 3630
 Mustafa Mustafa C. Bundoora Central Clinic 97 Plenty Road BUNDOORA VIC 3083
 Mustafa Mustafa C. Preston Central Clinic 227 Bell Street PRESTON VIC 3072
 Naftal Maurice 572 Main Street MORDIALLOC VIC 3195
 Nash Gregory P. 469 High Street KEW VIC 3101
 Nash Gregory P. 105 Warrandyte Road RINGWOOD VIC 3134
 Nash Gregory P. 3 Railway Place RINGWOOD VIC 3134
 Nash Gregory P. 145 Stud Road WANTIRNA SOUTH VIC 3152

Nash Gregory P. 14a Bulleen Plaza BULLEEN VIC 3105
 Nathaniel Praveen S. 33 Hall Street MOONEE PONDS VIC 3039
 Navakas Andrew 87 Canadian Bay Road MOUNT ELIZA VIC 3930
 Navakas Andrew 475 Macaulay Road KENSINGTON VIC 3031
 Needham Susan C. Suite 4 2 Church Street BRIGHTON VIC 3186
 Neiburgs Natalija 290 Napier Street STRATHMORE VIC 3041
 Nelson Eugene H. Suite 503 Stanhill 34 Queens Road MELBOURNE VIC 3000
 Ng Angeline 136 Blair Street BROADMEADOWS VIC 3047
 Nguyen Anh N. 5 Windsor Avenue SPRINGVALE VIC 3171
 Nguyen Anh-Thu Dental Clinic, Ouyen & District Hospital Britt Street OUYEN VIC 3490
 Nguyen Kim D. 59/100 Ashworth Street MIDDLE PARK VIC 3206
 Nguyen Tung T. Suite 14 119 Hopkins Street FOOTSCRAY VIC 3011
 Nicholson Fleur D. 1st Floor 200 Malop Street GEELONG VIC 3220
 Nicolas Victor A. 826 Ballarat Road DEER PARK VIC 3023
 Nielsen Poul H. 37 O'Heas Street COBURG VIC 3058
 Nipe Peter J. 11 Doncaster Road BALWYN NORTH VIC 3104
 Nitsopoulos George 131 Heaths Road HOPPERS CROSSING VIC 3030
 Niven John G. 240 Springvale Road GLEN WAVERLEY VIC 3150
 Noble Raymond R. 1 Surrey Drive KEILOR EAST VIC 3033
 Nordang Egil B. The Arcade 8 High Street DRYSDALE VIC 3222
 Nordang Egil G. 157 Moorabool Street GEELONG VIC 3220
 Norlin Bob S. 83 Princess Street Corner Molesworth Street KEW VIC 3101
 Norlin Bob S. Dental Suites Building E Concourse Level World Trade Centre Corner Flinders & Spencer Streets MELBOURNE VIC 3000
 Noronha Jnr Francisco A. 2831a Nepean Highway BLAIRGOWRIE VIC 3942
 Northland Dental Group Suite G18 Northland Shopping Centre 2-50 Murray Road PRESTON VIC 3072
 Novak Lou L. 32 Banksia Street HEIDELBERG VIC 3084
 Nunn Richard A. 1st Floor 100 Collins Street MELBOURNE VIC 3000
 Nutting Derek A. 1533 Nepean Highway ROSEBUD WEST VIC 3940
 O'Brien Lloyd G. 2nd Floor Kurrajong House 175 Collins Street MELBOURNE VIC 3000
 O'Brien Peter S. 11 Nixon Street SHEPPARTON VIC 3630
 O'Connor Peter T. 110 Railway Avenue RINGWOOD EAST VIC 3135
 O'Donnell Bernard J. 160 Canadian Bay Road MOUNT ELIZA VIC 3930
 O'Grady John F. 50 Bondi Avenue FRANKSTON VIC 3199
 O'Grady John F. Suite 1 Brockwood House 424-426 Nepean Highway FRANKSTON VIC 3199
 O'Grady John F. 354 Main Street MORNINGTON VIC 3931
 O'Halloran Bernard J. 44b Koornang Road CARNEGIE VIC 3163
 O'Neill Christine A. 15 Collins Street 16th Floor MELBOURNE VIC 3000
 O'Reilly Karol J. 31 Beach Street FRANKSTON VIC 3199
 O'Sullivan Derek J. 134 Centre Dandenong Road DINGLEY VIC 3172
 O'Sullivan Russell M. 134 Centre Dandenong Road DINGLEY VIC 3172
 O'Toole Laurence 10 High Street COBRAM VIC 3644
 Oakley A. M. Gavan R. 23 Blackburn Road BLACKBURN VIC 3130
 Oblak Robert 3/9 Main Street UPWEY VIC 3158
 Ojong Magda L. 2-6 Hanna Drive ENDEAVOUR HILLS VIC 3802
 Oliver Peter J. 8 Rodgers Street YARRAM VIC 3971
 Oliver Peter J. 213b Princes Highway MORWELL VIC 3840
 Olstein Ben 1223 Glenhuntly Road GLENHUNTLY VIC 3163
 Olstein George 1223 Glenhuntly Road GLENHUNTLY VIC 3163
 Ooi Jin T. 755 High Street THORNBURY VIC 3071

Osborne John A. 302 High Street WINDSOR VIC 3181
 Owen Garry J. 201 Lydiard Street NORTH BALLARAT VIC 3350
 Oxley Alan R. 4 Raglan Street NORTH BALLARAT VIC 3350
 Padmanathan Niranjana 12 Lawrence Way ROWVILLE VIC 3178
 Pagonis George 93 Willesden Road OAKLEIGH VIC 3166
 Pagonis Leigh 23 Centreway Pinewood MOUNT WAVERLEY VIC 3149
 Pallaras William 286b Clayton Road CLAYTON VIC 3168
 Paltoglou George C. 1st Floor 100 Collins Street MELBOURNE VIC 3000
 Paluch Ruth N. 172 Hawthorn Road CAULFIELD NORTH VIC 3161
 Panjkov Robert A. Unit 4 87 Wood Street BEACONSFIELD VIC 3807
 Pantazopoulos Koule Suite 3 188-190 High Street DONCASTER VIC 3108
 Papa Jo 205 Derby Street PASCOE VALE VIC 3044
 Papa Philip Suite 7 5th Floor 517 St Kilda Road MELBOURNE VIC 3000
 Papadopoulos George 64 Anderson Street YARRAVILLE VIC 3013
 Papaelia Barry S. 8 Winyard Drive MOOROOLBARK VIC 3138
 Papli Rain 594 Riversdale Road CAMBERWELL VIC 3124
 Papli Rain 132 Burgundy Street HEIDELBERG VIC 3084
 Parashos Peter 11th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Paraskevopoulos Efstratios 41 McLachlan Street HORSHAM VIC 3400
 Parsons Alan C. 525 High Street ECHUCA VIC 3564
 Pascal-Murray Hubert F. 245 Dorset Road BORONIA VIC 3155
 Pascal-Murray Hubert F. Carlyle House 281 Springvale Road SPRINGVALE VIC 3171
 Pascoe Raymond J. 11 Piccadilly Place BULLEEN VIC 3105
 Patel Bharat N. 117 Barkers Road HAWTHORN VIC 3122
 Pattison John A. 30 Ballarat Street YARRAVILLE VIC 3013
 Pavia David G. Walkway 124 Rynie Street GEELONG VIC 3220
 Paxinos Anna K. 184 Elgin Street CARLTON VIC 3053
 Pearsall Christopher 277 Boronia Road BORONIA VIC 3155
 Pearson John R. 522 Glenferrie Road HAWTHORN VIC 3122
 Pearson John R. 22 Carpenter Street BRIGHTON VIC 3186
 Peddey Mark R. Suite 7 2nd Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Peddy Mark R. 34 Docker Street ELWOOD VIC 3184
 Pedley John W. B. Suite 2a, 9th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Peh Chen E. Knox District Centre WANTIRNA SOUTH VIC 3152
 Penglase and Allen P/L 6 Service Street BAIRNSDALE VIC 3875
 Penglase Kim E. 6 Service Street BAIRNSDALE VIC 3875
 Perry Katharine E. 73 High Street BELMONT VIC 3216
 Peters Barrie T. 966 Main Road ELTHAM VIC 3095
 Petersons Linda L. 719 High Street KEW EAST VIC 3102
 Phahey Annu 5/426 Burwood Highway WANTIRNA SOUTH VIC 3152
 Pham Huy D. T. 1/23 Lewis Street FOOTSCRAY VIC 3012
 Phan Tan P. 295 Victoria Street ABBOTSFORD VIC 3067
 Pickering Alistair 9 Myrtle Street LANGWARRIN VIC 3910
 Pickering Daila D. P.O.Box 212 PAKENHAM VIC 3810
 Piorun Philip Coates Building 20 Collins Street MELBOURNE VIC 3000
 Pitkin David I. 81 Holmes Road MOONEE PONDS VIC 3039
 Pittard Darren J. 292 Manningham Road LOWER TEMPLESTOWE VIC 3107
 Pleunik Peter R. 271 Greensborough Road GREENSBOROUGH VIC 3088
 Plunkett Giles A. J. 56 Cunninghame Street SALE VIC 3850
 Plunkett Giles A. J. 34 Chesterville Road CHELTENHAM VIC 3192
 Plunkett John H. Rippon Medical Centre Neil Street BEAUFORT VIC 3373

Plunkett John H. T & G Building 101 Sturt Street BALLARAT VIC 3350
 Plunkett John H. 170 Albert Street SEBASTOPOL VIC 3356
 Pocock John A. 333 Spring Street RESERVOIR VIC 3073
 Poker Ian D. 218 McCrae Street BENDIGO VIC 3550
 Poliakow George 1 Parramatta Crescent KEYSBOROUGH VIC 3173
 Politis George 25 Moore Street MOONEE PONDS VIC 3039
 Pollard Alan W. 847 Plenty Road RESERVOIR VIC 3073
 Polonowita Ajith D. 226 High Street KANGAROO FLAT VIC 3555
 Pond Fiona 191 Jells Road WHEELERS HILL VIC 3150
 Pong Wing K. Shop 7, 303 Springvale Road SPRINGVALE VIC 3171
 Poon Geoffrey 48 Cochrane Avenue KEYSBOROUGH VIC 3173
 Poon Geoffrey Dental Group 346 South Road MOORABBIN VIC 3189
 Poon Geraldine E. H. 3 Joseph Banks Crescent ENDEAVOUR HILLS VIC 3802
 Poon Michael W. L. Suite 3 12 Floriston Road BORONIA VIC 3155
 Poon Patrick H. Y. 186 Highbury Road BURWOOD VIC 3125
 Portbury Susan J. 1st Floor 100 Collins Street MELBOURNE VIC 3000
 Potter David S. T & G Building 101 Sturt Street BALLARAT VIC 3350
 Pradolin Nilia D. 63-65 Main Street PAKENHAM VIC 3810
 Prassopoulos Con 28 Capital Avenue GLEN WAVERLEY VIC 3150
 Prassopoulos Con 165 Ormond Road ELWOOD VIC 3184
 Prato Donald A. 14 Wyndham Street SHEPPARTON VIC 3630
 Pratt Martin W. H. Kurrajong House 175 Collins Street MELBOURNE VIC 3000
 Preece Robert C. Medical Centre 55 High Street ARARAT VIC 3377
 Preston Central Clinic 227 Bell Street PRESTON VIC 3072
 Preston Margaret 27 McFarlane Street KEILOR EAST VIC 3033
 Priede Andre G. 165 Ormond Road ELWOOD VIC 3184
 Priede Andre G. 28 Capital Avenue GLEN WAVERLEY VIC 3150
 Probert Timothy C. S. 5/34 Kensington Road SOUTH YARRA VIC 3141
 Proposch Timothy J. 231 Balaclava Road CAULFIELD VIC 3162
 Prouse Julian C. 723 Pascoe Vale Road GLENROY VIC 3046
 Prouse Kevin W. 17 Nicholson Street BENTLEIGH VIC 3204
 Prouse Kevin W. 9 Collegium Avenue MULGRAVE VIC 3170
 Puckett Patrick R. 48 Roslyn Road BELMONT VIC 3216
 Pullen Geoffrey J. 12th Floor 100 Collins Street MELBOURNE VIC 3000
 Punshon Kerrilee A., North Eastern Metropolitan Psychiatric, Services (Nemps) Waiora Road
 ROSANNA VIC 3084
 Purcell Jeffrey P. Suites 8-9, Fountaingate Office Park 40 Magid Drive FOUNTAIN GATE
 VIC 3805
 Purdue Ron J. 5th Floor 766 Elizabeth Street MELBOURNE VIC 3000
 Quach Julie H. T. Suite 4 1st Floor 119 Hopkins Street FOOTSCRAY VIC 3011
 Quinn Michael J. 281 Orrong Road ST KILDA EAST VIC 3183
 Quinn Neville W. 718 Station Street BOX HILL VIC 3128
 Quinn Neville W. 1st Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Radcliffe John A. 31 Pratt Street MOONEE PONDS VIC 3039
 Radden Bryan G., C/- Doretich Pathology 693 Burke Road CAMBERWELL VIC 3124
 Radywonik Victor 9 Scoresby Street KERANG VIC 3579
 Raiola Luisa 2a Royal Parade RESERVOIR VIC 3073
 Raj Kamal 199a North Road GARDENVALE VIC 3185
 Raj Kamal 74a Orrong Road ELSTERNWICK VIC 3185
 Ramler Garry A. Suite 2 92 Kooyong Road CAULFIELD VIC 3162
 Ramsay James B. 615 Station Street BOX HILL VIC 3128
 Rapp James L. 120 Hotham Street ST KILDA EAST VIC 3183
 Rattray James F. 22 Camp Street BALLARAT VIC 3350

Rattray James N. P.O.Box 487 BALWYN NORTH VIC 3104
 Rattray Joan P.O.Box 487 BALWYN NORTH VIC 3104
 Rattray John R. 141 Martin Street GARDENVALE VIC 3185
 Rattray Susan F. 81 Collins Street MELBOURNE VIC 3000
 Read Donald F. 359 Nepean Highway FRANKSTON VIC 3199
 Rebellato Ennio F. 194 Pascoe Vale Road MOONEE PONDS VIC 3039
 Redapple Leon 532 South Road MOORABBIN VIC 3189
 Regan Elizabeth A. 9 Raglan Street NORTH BALLARAT VIC 3350
 Regan Neville J. 23 Blackburn Road BLACKBURN VIC 3130
 Reid Charles G. 56 Barkly Street ARARAT VIC 3377
 Richardson John B. 2nd Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Riley Colin D. Dental Clinic Geelong Hospital Ryrie Street GEELONG VIC 3220
 Riley Colin D. 80 Parmelia Drive TAYLORS LAKE VIC 3038
 Riley Martyn P. Norwood House, 17 Norwood Crescent MOONEE PONDS VIC 3039
 Ritterman Henry I. 265 Park Street SOUTH MELBOURNE VIC 3205
 Roberts Campbell M. 21 Station Street WERRIBEE VIC 3030
 Roberts Carlo B. 7 North Concourse BEAUMARIS VIC 3193
 Roberts Graeme L. 27 Blackburn Road BLACKBURN VIC 3130
 Roberts John G. 398 Nepean Highway FRANKSTON VIC 3199
 Roberts R. 7 Davies Avenue MOUNT ELIZA VIC 3930
 Robertson Anthony D. 23 Blackburn Road BLACKBURN VIC 3130
 Robertson James A. M. 173 Millers Road ALTONA NORTH VIC 3025
 Robertson Robert W. Dental Clinic Base Hospital Ryot Street WARRNAMBOOL VIC 3280
 Robertson Rodney L. 16 Cranbourne Road FRANKSTON VIC 3199
 Robertson Scott A. Suite 5 35 Ranelagh Drive MOUNT ELIZA VIC 3930
 Robins Paul A. 73 High Street BELMONT VIC 3216
 Robinson Dennis J. 277 High Street GOLDEN SQUARE VIC 3555
 Robinson John A. 1a Grange Road TOORAK VIC 3142
 Robinson John W. 22 Station Street BAYSWATER VIC 3153
 Robinson Richard P. B. 1st Floor Wellesley House 126 Wellington Parade East MELBOURNE VIC 3002
 Robinson Rodney W. 7 Palmerston Street DRYSDALE VIC 3222
 Robson Annita G. 27 Blackburn Road BLACKBURN VIC 3130
 Robson James S. 163 Bellarine Street GEELONG VIC 3220
 Robson James S. 27 Blackburn Road BLACKBURN VIC 3130
 Robson Richard J. 6 Pascoe Vale Road MOONEE PONDS VIC 3039
 Rochwerger Henry 2 Market Street KYNETON VIC 3444
 Rockefeller Charles W. 1st Floor MLC Building 199 Moorabool Street GEELONG VIC 3220
 Rogelberg Vadim Coates Building 20 Collins Street MELBOURNE VIC 3000
 Rogers Peter R. Corner Hanover & Burlington Streets OAKLEIGH VIC 3166
 Rogers Ronald W. 131 Heaths Road HOPPERS CROSSING VIC 3030
 Rogozinski Jack 9/15 Herbert Street ST KILDA VIC 3182
 Romano Guido J. 633 Lygon Street CARLTON NORTH VIC 3054
 Ronchi Ian J. 51 MacArthur Street SALE VIC 3850
 Rosca Mihai-Petru P. 1551 Heatherton Road DANDENONG NORTH VIC 3176
 Rose Terrence F. G. Shop 7, Bilo Complex Evans Street SUNBURY VIC 3429
 Rose Terrence F. G. Shop 3, 33 Hall Street MOONEE PONDS VIC 3039
 Roseman Anthony M. J. 838 Doncaster Road DONCASTER VIC 3108
 Rosen Nathan 769 Doncaster Road DONCASTER VIC 3108
 Rosengarten Gary N. 3 Railway Walk HAMPTON VIC 3188
 Ross Geoffrey A. 716 Station Street BOX HILL VIC 3128

Roth John S. 257 Tucker Road ORMOND VIC 3204
Roth John S. 116 High Street PRAHRAN VIC 3181
Rothschild John Suite 3 39 Mahoneys Road Forest Hill Chase FOREST HILL VIC 3131
Rovas Joanna 7 North Concourse BEAUMARIS VIC 3193
Rudzki Garry Corner Kooyong & Malvern Roads TOORAK VIC 3142
Ruljancich Kevin M. Suite 4001, 4th Floor, Westfield Shoppingtown 619 Doncaster Road DONCASTER VIC 3108
Ruljancich Kevin M. Room 7, Ground Floor 12 Collins Street MELBOURNE VIC 3000
Ruljancich Kevin M. 37 Warrandyte Road RINGWOOD VIC 3134
Russell Mark L. 258 Springvale Road GLEN WAVERLEY VIC 3150
Russell Mark L. 160 Poath Road HUGHESDALE VIC 3166
Russell Mark L. 5 Devon Street CROYDON VIC 3136
Russo Patrick J. 313 New Street BRIGHTON VIC 3186
Ryan Damian G. 446 Nicholson Road FITZROY NORTH VIC 3068
Ryan Natalie A. 4/32 Wynnstay Road PRAHRAN VIC 3181
Ryan William J. 190 Shannon Avenue GEELONG WEST VIC 3218
Ryder Leonard R. 180 Russell Street MELBOURNE VIC 3000
Sachdeva Sheetal K. 287 Stud Road WANTIRNA SOUTH VIC 3152
Sacks Adrian L. 53 Whites Lane GLEN WAVERLEY VIC 3150
Sacks Adrian L. 1051 Doncaster Road DONCASTER EAST VIC 3109
Sahhar Stan C. Suite 2 10th Floor 1 Elizabeth Street MELBOURNE VIC 3000
Said Ariaty T. 51 Alwyn Street MITCHAM VIC 3132
Saisch Ingolf R. 3/9 Main Street UPWEY VIC 3158
Salanowski Mark A. Sunbury Clinic 17 Macedon Street SUNBURY VIC 3429
Salih Melahat 208 Blair Street BROADMEADOWS VIC 3047
Sammassimo Remo A. Greenvale Medical Centre Corner Mickleham Road & Greenvale Drive GREENVALE VIC 3047
Sammassimo Remo A. 633 Lygon Street CARLTON NORTH VIC 3054
Sampson Jennifer M. Main Street Dental Group 223 Main Street BACCHUS MARCH VIC 3340
Samuels Morris 276 Burwood Road BURWOOD VIC 3125
Sanders Terence R. 33 Lydiard Street SOUTH BALLARAT VIC 3350
Sanderson Elizabeth L. South Yarra Dental Group 207 Williams Road SOUTH YARRA VIC 3141
Sanderson Rodney J. Suite 3, Hickford Clinic 304 Timor Street WARRNAMBOOL VIC 3280
Sassinis Stephen 914 Lygon Street CARLTON NORTH VIC 3054
Saunders William B. 52a Hesse Street COLAC VIC 3250
Savage Julie M. Dental Clinic Wodonga District Hospital WODONGA VIC 3690
Saw Teong S. 191 Jells Road WHEELERS HILL VIC 3150
Scarff Anthony W. 41 McLachlan Street HORSHAM VIC 3400
Scarff Anthony W. 32 Blair Street LEONGATHA VIC 3953
Scarff Anthony W. 8th Floor Kurrajong House 175 Collins Street MELBOURNE VIC 3000
Schade Gabriele L. 1 Trevally Drive OCEAN GROVE VIC 3226
Scheiner Mark A. Lot 1 Carters Lane SEVILLE VIC 3139
Schlen Harris Medical Centre 55 Victoria Road FITZROY VIC 3065
Schlen Marcus 208 Doncaster Road BALWYN NORTH VIC 3104
Schmidtke Darren P. 143 Mount Dandenong Road CROYDON VIC 3136
Schneider Paul M. 430 Riversdale Road HAWTHORN EAST VIC 3123
Schocroft Jeremy J. 1023 Howitt Street WENDOUREE VIC 3355
Schonberger Simon G. P.O. Box 293 PRAHRAN VIC 3181
Schwartz Robbie E. 271 Greensborough Road GREENSBOROUGH VIC 3088
Schwartz Robbie E. Suite 1 18th Floor 15 Collins Street MELBOURNE VIC 3000

Schwarz George P. 233 Swan Street RICHMOND VIC 3121
 Scott Graham D. Brunswick Dental Group 266 Sydney Road BRUNSWICK VIC 3056
 Scott Peter A. 8th Floor 100 Collins Street MELBOURNE VIC 3000
 Scott Peter A. 13 Beach Street FRANKSTON VIC 3199
 Scott William A. 18 Canadian Bay Road MOUNT ELIZA VIC 3930
 Scriven Mark L. 73 High Street BELMONT VIC 3216
 Scrivenor Judith L. 98 Poath Road HUGHESDALE VIC 3166
 Seah Arthur L. 449 Brunswick Street FITZROY VIC 3065
 Seah Shannon M. C. 293 Clayton Road CLAYTON VIC 3168
 Sedgman Malcolm J. 6 The Highway MOUNT WAVERLEY VIC 3149
 Selers Victor Corner Reynolds & Glendarragh Roads TEMPLESTOWE VIC 3106
 Seliscak Ksenija A. 47 Wills Street BENDIGO VIC 3550
 Selth Grantley M. 36 Chesterville Road CHELTENHAM VIC 3192
 Senior Graham B. 48 Roslyn Road BELMONT VIC 3216
 Seto Boon H. Dental Clinic Base Hospital Lucan Street BENDIGO VIC 3550
 Sewgoolam Heeranundh M. Kilmore Hospital Rutledge Street KILMORE VIC 3764
 Sewgoolam Heeranundh M. 29 Elphinstone Boulevard GREENVALE VIC 3047
 Shahien Maysa 20 Eldorado Crescent COOLAROO VIC 3048
 Shanmugananthakumar Ramini Springvale Community Health Centre 55 Buckingham Avenue SPRINGVALE VIC 3171
 Shaw George H. Coates Building 20 Collins Street MELBOURNE VIC 3000
 Shea Hagan J. 54 Blair Street LEONGATHA VIC 3953
 Shearer Michael W. 271 Greensborough Road GREENSBOROUGH VIC 3088
 Shearer Michael W. Suite 1 18th Floor 15 Collins Street MELBOURNE VIC 3000
 Shearer Michael W., Seymour District Memorial hospital, Brettoneaux Street SEYMOUR VIC 3660
 Sheed Simon P. 53 Clarendon Street MARYBOROUGH VIC 3465
 Sheldon William R. Keilor Specialist Rooms 771 Calder Highway KEILOR VIC 3036
 Sheldon William R. 262 Mountain Highway WANTIRNA VIC 3152
 Sheldon William R. 70-90 Victoria Parade EAST MELBOURNE VIC 3002
 Sheldon William R. Peninsula Private Hospital 255 Cranbourne Road FRANKSTON VIC 3199
 Sheppard Lyndon R. 85 Phoenix Drive WHEELERS HILL VIC 3150
 Sherman Christine A. 313 New Street BRIGHTON VIC 3186
 Sherwell Scott H. 1019 Howitt Street WENDOUREE VIC 3355
 Shield Stephen J. 41 Picket Street FOOTSCRAY VIC 3011
 Shinewell Gordon J. 363 Greensborough Road WATSONIA VIC 3087
 Shnier Adrien 173 Millers Road ALTONA NORTH VIC 3025
 Shrimpton Blair A. Coates Building 20 Collins Street MELBOURNE VIC 3000
 Sicklemore Graham S. 74a Orrong Road ELSTERNWICK VIC 3185
 Sicklemore Peter G. 74a Orrong Road ELSTERNWICK VIC 3185
 Siegert Colin L. 28 Stanley Street WODONGA VIC 3690
 Silva Margarita 430 Riversdale Road HAWTHORN EAST VIC 3123
 Sionato Renato 780 Nicholson Street FITZROY NORTH VIC 3068
 Simkiss Grant M. Plaza Clinic 20 McKimmies Street LALOR VIC 3075
 Simmonds Lloyd J. 117 Springfield Road BLACKBURN NORTH VIC 3130
 Simpson Garry J. K. 599 Station Street BOX HILL VIC 3128
 Singer Ann E. 2nd Floor Kurrajong House 175 Collins Street MELBOURNE VIC 3000
 Singer Ann E. 1 Claremont Avenue MALVERN VIC 3144
 Singh Harpal 34 View Point Drive CHIRNSIDE PARK VIC 3116
 Siouclis Victor C. 407 Dorset Road CROYDON VIC 3136
 Siouclis Victor C. 10 Maroondah Highway RINGWOOD VIC 3134

Sivagnanam Mahalakshmi Mitcham Medical Centre 593 Whitehorse Road MITCHAM VIC 3132

Sivagnanam Mahalakshmi Maroondah Hospital Dental Clinic 124 Mount Dandenong Road RINGWOOD EAST VIC 3135

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Slaski Bozena 18 Davey Street FRANKSTON VIC 3199

Slater Neil R. 3 Dennis Street COLAC VIC 3250

Sloane Philippa J. 102 Wattle Street BENDIGO VIC 3550

Smith Arnold V. 151 Centre Dandenong Road CHELTENHAM VIC 3192

Smith Barry R. Ceramics Pty Ltd 20 Collins Street MELBOURNE VIC 3000

Smith Bernard D. J. 220 Camberwell Road CAMBERWELL VIC 3124

Smith David J. 553 Hampton Street HAMPTON VIC 3188

Smith Graeme J. 79 Stud Road BAYSWATER VIC 3153

Smith Kevin M. 360a South Road MOORABBIN VIC 3189

Smith Michael C. Level 6 277 Flinders Lane MELBOURNE VIC 3000

Smith Nicolas M. Community Health Centre 42 Separation Street NORTHCOTE VIC 3070

Smith Peter K. 9th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000

Snell Christopher P. 8-10 Copernicus Way KEILOR DOWNS VIC 3038

Snell Geoffrey E. 71 Yarra Street HEIDELBERG VIC 3084

Soh Leng L. 2 Kangerong Road BOX HILL VIC 3128

Soh Selina C.S. 67 Bourke Road CLAYTON SOUTH VIC 3169

Soh Selina C.S. 5 Station Road RED HILL SOUTH VIC 3937

Sojka Paul, Medical Centre 573 Glenhuntly Road ELSTERNWICK VIC 3185

Sokel Bruce N. 26 Bridge Street BENDIGO VIC 3550

Solomon Alan R. 76 Whitehorse Road DEEPDENE VIC 3103

Somerville John S. 42a Church Street HAWTHORN VIC 3122

Sonnberger Bret G. 41 McLachlan Street HORSHAM VIC 3400

Soon Paul S. Medical Centre Suite 4a 90 Mitcham Road DONVALE VIC 3111

Soon Paul S. 7 Melville Road BRUNSWICK WEST VIC 3055

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Starr Alexander S. Coates Building 20 Collins Street MELBOURNE VIC 3000

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Steidler Nandor E. 22 Carpenter Street BRIGHTON VIC 3186

Steinberg Lew 13a Grey Street ST KILDA VIC 3182

Steinberg Linda A. 23 Centreway Pinewood MOUNT WAVERLEY VIC 3149

Stella Antonio M. 5 Messmate Street LALOR VIC 3075

Stenhouse Diane R. 233 Balwyn Road BALWYN NORTH VIC 3104

Stewart Donald 11 Drummond Street SOUTH BALLARAT VIC 3350

Stock Kym M. Suite 5 93 Bentinck Street PORTLAND VIC 3305

Stock Kym M. Shop 10 Edgar Street HEYWOOD VIC 3304

Stolz Timothy T. 200 Malop Street GEELONG VIC 3220

Stonnill Andrew B. Senior Dental Officer HMAS Cerberus WESTERN PORT VIC 3920

Storey Geoffrey G. Suites 13-14 Village Shopping Centre Bacchus Marsh Road CORIO VIC 3214

Story Merran J. 20 Ross Street KEW VIC 3101

Story Rowan D. Coates Building 20 Collins Street MELBOURNE VIC 3000

Strauch David 87 Wattletree Road ARMADALE VIC 3143

Strauch Leon Centre Arcade 325 Centre Road BENTLEIGH VIC 3204

Strazdins Aivars Corner Hothan & Dekin Streets TRARALGON VIC 3844

Streeter Eric D. 270 Waverley Road MALVERN EAST VIC 3145

Streit Richard J. 140 Acland Street ST KILDA VIC 3182

Stuart-Andrews Roger 1550 Main Road RESEARCH VIC 3095

Stuart-Smith James A. 20 Stornoway Road BURWOOD VIC 3125

Sullivan Michael J. 15 Geum Street GLENROY VIC 3046

Summerfield Richard J. 253 Balwyn Road BALWYN NORTH VIC 3104

Surace George R. 296 James Cook Drive ENDEAVOUR HILLS VIC 3802

Sutherland Peter G. 75 Asling Street GARDENVALE VIC 3185

Suvinen Tuija I. 46 Alexander Avenue UPWEY VIC 3158

Svolmanis Andris 32 Banksia Street HEIDELBERG VIC 3084

Svolmanis Andris 290 Napier Street STRATHMORE VIC 3041

Svolmanis Beatrise E. 290 Napier Street STRATHMORE VIC 3041

Svolmanis Beatrise E. 8-10 Copernicus Way KEILOR DOWNS VIC 3038

Swincer Andrew T. 160 Lime Avenue MILDURA VIC 3500

Synnot Timothy J. 3 Railway Place RINGWOOD VIC 3134

Szabo Joseph 1st Floor Cranbourne Court 33-39 High Street CRANBOURNE VIC 3977

Szabo Joseph 10 Maroondah Highway RINGWOOD VIC 3134

Szafranski Richard 110 Kelletts Road ROWVILLE VIC 3178

Szewc Kaz 2 Watt Street SUNSHINE VIC 3020

Szokalski Jaromir A. Edenhope & District Hospital Elizabeth Street EDENHOPE VIC 3318

Tabatabaian Magdalena M. 1b Pickett Street FOOTSCRAY VIC 3011

Tahatis C. Dental Services 353 Burwood Road HAWTHORN VIC 3122

Tan P. Tien 136 Blair Street BROADMEADOWS VIC 3047

Tan Seong-Seng 424 Nepean Highway FRANKSTON VIC 3199

Tan Seong-Seng Suite 4 Jamieson House 12 Jamieson Street CHELTENHAM VIC 3192

Tan Seong-Seng 1 Parkview Close WODONGA VIC 3690

Tang Christopher S. T. 1 Wingate Court ENDEAVOUR HILLS VIC 3802

Tang J Sylvio 30 Balcombe Road MENTONE VIC 3194

Tankard David 132 Langtree Avenue MILDURA VIC 3500

Taranto Elio A. Warleigh Court 26 Warleigh Grove BRIGHTON VIC 3186

Tate Geoffrey W., Suite 3004, 3rd Floor Westfield Shoppingtown 619 Doncaster Road DONCASTER VIC 3108

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Taylor Bruce E. 313 Main Street BAIRNSDALE VIC 3875

Taylor Jeniffer A. 271 Canterbury Road FOREST HILL VIC 3131

Taylor Michael F. 12 Station Street FOSTER VIC 3960

Taylor Peter G. 220 Camberwell Road HAWTHORN EAST VIC 3123

Taylor Vivian J. 27 Kenmare Street Mont ALBERT NORTH VIC 3129

Tee Ching L. 49 Milleara Road KEILOR EAST VIC 3033

Telford Arthur B. Corner Toorak & Glenferrie Roads MALVERN VIC 3144

Temple Michael J. 196 Elgar Road BOX HILL SOUTH VIC 3128

Tendler Norman A. 801 Toorak Road HAWTHORN EAST VIC 3123

Teo H. Lang Community Health Centre Village Shopping Centre Bacchus Marsh Road CORIO VIC 3214

Teo H. Lang Dental Clinic Geelong Hospital Ryrie Street GEELONG VIC 3220
 Teo Nicholas B. P.O.Box 4148, Knox City Centre WANTIRNA VIC 3152
 Terrill Ian N. 145 Neale Street BENDIGO VIC 3550
 Tessari Nereo 143 Lincoln Road ESSENDON VIC 3040
 Thai Huong L. 377 Victoria Street ABBOTSFORD VIC 3067
 Thai Huong L. 23 Balmoral Avenue SPRINGVALE VIC 3171
 Theodosi Christopher 414 Childs Road MILL PARK VIC 3082
 Thomas Frank G. 47 Wills Street BENDIGO VIC 3550
 Thomas Graham S. 10 East Concourse BEAUMARIS VIC 3193
 Thomas Robert E. 29 Avondale Grove MOUNT WAVERLEY VIC 3149
 Thompson Ian C. 574 North Road ORMOND VIC 3204
 Thompson Peter B. 6 Wanalta Road GLENHUNTLY VIC 3163
 Thompsons Road Physiotherapy Clinic 5a Feathertop Avenue TEMPLESTOWE LOWER
 VIC 3107
 Thomson David J. 10 Parsonage Grove EAGLEHAWK VIC 3556
 Thow Michelle L. 38 Otway Street PORTLAND VIC 3305
 Tillack Jane M. 984 Main Road HURSTBRIDGE VIC 3099
 Tilley Gregory L. 430 Riversdale Road HAWTHORN EAST VIC 3123
 Tilmanis John 142 Surrey Road BLACKBURN VIC 3130
 Timol Mohamed A. 19 AMP Plaza 121 William Street MELBOURNE VIC 3000
 Tinney Eric W. Suite 4 82 Collins Street MELBOURNE VIC 3000
 Tofler Gerald J. Suite 3 Library Square 165 High Street BELMONT VIC 3216
 Tofler Gerald J. 75 Heyers Road GROVEDALE VIC 3216
 Tolliday Peter D. Suite 3003 3rd Floor Westfield Shoppingtown 619 Doncaster Road
 DONCASTER VIC 3108
 Tolliday Peter D. 1168 Main Road ELTHAM VIC 3095
 Tolliday Peter D. 831 Glenferrie Road KEW VIC 3101
 Tollskog Gerd I. Dental Suites Building E Concourse Level World Trade Centre Corner
 Flinders & Spencer Streets MELBOURNE VIC 3000
 Tomlinson Peter R. Suite 2 10th Floor Coates Building 20 Collins Street MELBOURNE VIC
 3000
 Tong Kevin S.K. 2b Tramoo Street LALOR VIC 3075
 Toogood Gayle J. 440 High Street NORTHCOTE VIC 3070
 Toohey Brendan P. 74a Orrong Road ELSTERNWICK VIC 3185
 Toohey Brendan P. 47 Wanda Street MULGRAVE VIC 3170
 Toohey Jennifer C. 47 Wanda Street MULGRAVE VIC 3170
 Toohey Jennifer C. 74a Orrong Road ELSTERNWICK VIC 3185
 Tracey Desmond F. 480 St Kilda Road MELBOURNE VIC 3000
 Tramer Henry Medical Centre 573 Glenhuntly Road ELSTERNWICK VIC 3185
 Tran An 39 Leeds Street FOOTSCRAY VIC 3011
 Tran Dao K. P. 13 Leeds Street FOOTSCRAY VIC 3011
 Trevan Peter J. Shops B & C, ANZ Arcade 32-34 Bair Street LEONGATHA VIC 3953
 Trewin Kym G., Suite 5005, 5th Floor Westfield Shoppingtown 619 Doncaster Road
 DONCASTER VIC 3108
 Tripovich Peter J. 7 Dunn Street WONTHAGGI VIC 3995
 Trump Neil Dental Clinic 2 Coutts Street BOORT VIC 3537
 Tucker Andrew R. Northland Dental Group Suite G18 Northland Shopping Centre 2-50
 Murray Road PRESTON VIC 3072
 Turpie Colin M. 1a/605 High Street PRAHRAN VIC 3181
 Tversky Jonathan Suite 4 3rd Floor The Medical Centre 517 St Kilda Street MELBOURNE
 VIC 3000
 Tyedin Brian V. 815 Doncaster Road DONCASTER VIC 3108
 Tyedin Brian V. 290 Springvale Road GLEN WAVERLEY VIC 3150

Union Health Centre 393 Swanston Street MELBOURNE VIC 3000
 Uren John W. Suite 3 1a Carrington Road BOX HILL VIC 3128
 Valdiveloo Victor K. 4 Judith Street BUNDOORA VIC 3083
 Vale Martin R. 116 Queen Street BENDIGO VIC 3550
 Van Cuylenburg Richard F. Alcaston House 2 Collins Street MELBOURNE VIC 3000
 Varnavides George C. 405 Rathdowne Street CARLTON VIC 3053
 Vereker Shane C. 35 Douglas Parade WILLIAMSTOWN VIC 3016
 Vernieks Asja A. 7 Melville Close KEILOR VIC 3036
 Versace Joseph J. 5 Treadwell Road ESSENDON NORTH VIC 3041
 Vessey R. A. & B. S. 10 Beresford Close DONCASTER EAST VIC 3108
 Vessey Ralph 10 Beresford Close DONCASTER EAST VIC 3109
 Vessey Ralph A. 1386 Toorak Road BURWOOD VIC 3125
 Vessey Ralph 174 Main Street LILYDALE VIC 3140
 Vessey Ralph A. 2 Myrniog Street BURWOOD VIC 3125
 Victoria Road Medical Centre 68 Victoria Road NORTHCOTE VIC 3070
 Vimalanathan Suguna hop 24 Broadmeadows Shopping Square Pascoe Vale Road
 BROADMEADOWS VIC 3047
 Vincent Anne-Marie C. 200 Malop Street GEELONG VIC 3220
 Vincent Anne-Marie C. Suite 2 2nd Floor Alcaston House 2 Collins Street MELBOURNE
 VIC 3000
 Vlachodimitropoulos Harry 50 Bondi Avenue FRANKSTON VIC 3199
 Vlaskalic Vicki Dental Clinic Alfred Hospital Commercial Road PRAHRAN VIC 3181
 Vochala Jason A. 10 Bourke Street MELBOURNE VIC 3000
 Von Schrenk Otto 510 Kooyong Road CAULFIELD SOUTH VIC 3161
 Vouliotis Efstathios S. 264 Queens Parade CLIFTON HILL VIC 3068
 Vuk Philip R. 1 Parramatta Crescent KEYSBOROUGH VIC 3173
 Waks Helena E. 372 Hampton Street HAMPTON VIC 3188
 Walker Graeme F. 204 Upper Heidelberg Road IVANHOE VIC 3079
 Walpole Thomas D. 17 Arthurson Street MOUNT WAVERLEY VIC 3149
 Walsh Daniel J. 19 Hurd Street PORTLAND VIC 3305
 Walsh-Buckley James W. 110 Nepean Highway ASPENDALE VIC 3195
 Walsh-Buckley James W. 606 Centre Road BENTLEIGH VIC 3204
 Waltham Peter L. 66 Bay Road SANDRINGHAM VIC 3191
 Walton Dudley F. 6th Floor Trak Centre 443-449 Toorak Road TOORAK VIC 3142
 Walton Kenneth C. 681 Burke Road CAMBERWELL VIC 3124
 Ward Gabriella E. Suite 2 10th Floor Coates Building 20 Collins Street MELBOURNE VIC
 3000
 Wardlaw David A. 681 Burke Road CAMBERWELL VIC 3124
 Wardlaw Felicity A. 681 Burke Road CAMBERWELL VIC 3124
 Wardlaw Felicity A. Suite 41 Alcaston House 2 Collins Street MELBOURNE VIC 3000
 Wardrop Robert W. W. 2 Victoria Road CAMBERWELL VIC 3124
 Wardrop Robert W. W. 144 Langtree Avenue MILDURA VIC 3500
 Wardrop Robert W. W. 5th Floor 766 Elizabeth Street MELBOURNE VIC 3000
 Wardrop Robert W. W. 162 Walsford Street SHEPPARTON VIC 3630
 Warneke Sydney C. Suite 1 7th Floor Coates Building 20 Collins Street MELBOURNE VIC
 3000
 Waruszynski Wojciech Z. 72 Melbourne Road NORLANE VIC 3214
 Washington Edward W. 364a Belmore Road BOX HILL NORTH VIC 3129
 Watkins Hand Hand Therapy Group (Macro Hand), Victoria House, 1st Floor 316 Malvern
 Road PRAHRAN VIC 3181
 Watkins Keith E. 602 Riversdale Road CAMBERWELL VIC 3124
 Watson David E. 513 Toorak Road TOORAK VIC 3142
 Watson Peter M. 144 Langtree Avenue MILDURA VIC 3500

Watts Mier Linda B. 599 Station Road BOX HILL VIC 3128
 Webster Peter R. 2nd Floor 437 St Kilda Road MELBOURNE VIC 3000
 Weller Stephen C. 226 High Street ASHBURTON VIC 3147
 West Anthony J. 1568 Malvern Road GLEN IRIS VIC 3146
 Wexler Geoffrey 77 Stud Road DANDENONG VIC 3175
 Wexler Geoffrey Suite 1 Brockwood House 424-426 Nepean Highway FRANKSTON VIC 3199
 Wexler Geoffrey Suite 4 Jamieson House 12 Jamieson Street CHELTENHAM VIC 3192
 Whelan David J. Dental Clinic Goulburn Valley Base Hospital Graham Street SHEPPARTON VIC 3630
 White Colin R. 21 Davey Street FRANKSTON VIC 3199
 White David A. 930 Mount Alexander Road ESSENDON VIC 3040
 White Gregory J. 18 Uvadale Grove KEW VIC 3101
 White Ian J. 25-27 Dickson Street MOUNT WAVERLEY VIC 3149
 White Ian M. Bundoora Dental Clinic Suite 5 1st Floor Village Centre 47 Plenty Road BUNDOORA VIC 3083
 White Maurice J. 516 Dorset Road CROYDON VIC 3136
 White Sands Special Accom 48 Nepean Highway SEAFORD VIC 3198
 Widdop Fred T. 29 Robinson Street DANDENONG VIC 3175
 Wiesenfeld David 144 Langtree Avenue MILDURA VIC 3500
 Wiesenfeld David 370 Blackburn Road MOUNT WAVERLEY VIC 3149
 Wiesenfeld David 5th Floor 766 Elizabeth Street MELBOURNE VIC 3000
 Wiesenfeld David The Royal Melbourne Hospital Gratten Street MELBOURNE VIC 3000
 Wiesenfeld David The Avenue Consulting Suite 40 The Avenue WINDSOR VIC 3181
 Wilde John F. G. Suite 2 18-22 Manningham Road BULLEEN VIC 3105
 Wilde Stephen W. 62 Kepler Street WARRNAMBOOL VIC 3280
 Wilkie Gary J. 1 Radovick Street KORUMBURRA VIC 3950
 Wilkie Gary J. 69a Chapel Street COWES VIC 3922
 Wilkinson John V. 1 Claremont Crescent CANTERBURY VIC 3126
 Wilkinson Mary E. 40 Doncaster Road BALWYN NORTH VIC 3104
 Williams Allan T. 4 Godfrey Court SURREY HILLS VIC 3127
 Williams David 789 High Street ARMADALE VIC 3143
 Williams Ian B. 40 Doncaster Road BALWYN NORTH VIC 3104
 Williams John F. H. 2 Lydiard Street SOUTH BALLARAT VIC 3350
 Williams John F. H. 176 Main Street STAWELL VIC 3380
 Williams Laurence R. A. 32 Grantley Drive GLEN WAVERLEY VIC 3150
 Williams Michael T. Medical Centre Union Road WANDIN VIC 3139
 Williams Richard H. 149 Kooyong Road CAULFIELD VIC 3162
 Williams Stanley P. 3 Main Street MORNINGTON VIC 3931
 Williamson Neil A. 10th Floor Farrer House 24 Collins Street MELBOURNE VIC 3000
 Williamson Richard E. Suite 2 31 Church Street BRIGHTON VIC 3186
 Wilson Geoffrey N. 900 Nepean Highway ROSEBUD VIC 3939
 Winter Leon A. 1 Dickson Street SUNSHINE VIC 3020
 Wise Paul A. Coates Building 20 Collins Street MELBOURNE VIC 3000
 Wolecki Maurice Suite 409 Manchester Unity Building 220 Collins Street MELBOURNE VIC 3000
 Wollff Eric M. P.O.Box 134 HAMILTON VIC 3300
 Wong Albert 847 Plenty Road RESERVIOR VIC 3073
 Wong Edward K. F. 2/68 Radnor Street CAMBERWELL VIC 3124
 Wong Francis K. Y. 395 Hawthorn Road CAULFIELD SOUTH VIC 3161
 Wong Joe Jo 60 Leeds Street FOOTSCRAY VIC 3011
 Wong Kam K. 106 Main Street YARRA JUNCTION VIC 3797
 Wong Kam K. Shop 6 The Centreway 99 Main Street CROYDON VIC 3136

Wong M. Sau 271 Belmore Road BALWYN NORTH VIC 3104
 Wong M. Sau 184 Huntingdale Road OAKLEIGH EAST VIC 3166
 Wong Paula 16 Tower Road BALWYN NORTH VIC 3104
 Wong Terry 585-587 Grimshaw Street BUNDOORA VIC 3083
 Wong William 41a Buckley Street NOBLE PARK VIC 3174
 Wood Andrew R. 255 Pakington Street GEELONG VIC 3220
 Wood Andrew R. 105 Synott Street WERRIBEE VIC 3030
 Wood Andrew R. 3 Dennis Street COLAC VIC 3250
 Woodfull William T. 357 Springvale Road GLEN WAVERLEY VIC 3150
 Woodhouse Anthony D. 180 Russell Street MELBOURNE VIC 3000
 Woodhouse Geoffrey J. Dental Clinic Walsh Street TATURA VIC 3616
 Woodruff Peter L. 73 High Street BELMONT VIC 3216
 Woods Michael G. 599 Dandenong Road MALVERN VIC 3144
 Woolf Ian L. 27 Manchester Road MOOROOLBARK VIC 3138
 Woollacott Barrie R. 98 Poath Road HUGHESDALE VIC 3166
 Woolley Graham B. 30 Station Street FERNTREE GULLY VIC 3156
 Woolley Leslie G. 30 Station Street FERNTREE GULLY VIC 3156
 Wootton Raymond O. Hansens Arcade HEYFIELD VIC 3858
 Wordsworth Laurence D. Alcaston House 2 Collins Street MELBOURNE VIC 3000
 Work Health Clinic 301 Spring Street RESERVOIR VIC 3073
 Work Health Clinic 37 Railway Road BLACKBURN VIC 3130
 Work Health Clinic 77 Droop Street FOOTSCRAY VIC 3011
 Work Health Clinic 1286 Heatherton Road NOBLE PARK VIC 3174
 Wright Paul R. 765 High Street KEW EAST VIC 3102
 Xenos Nick Plaza Clinic, 20 McKimmies Road LALOR VIC 3075
 Yannopoulos Jim Brunswick Dental Group 266 Sydney Road BRUNSWICK VIC 3056
 Yeo Hui-Ling 115 Paisley Street FOOTSCRAY VIC 3011
 Yeo Kee-Way Vimy House Private Hospital 5 Studley Avenue KEW VIC 3101
 Yeung Philip A. Suite 2 10th Floor Coates Building 20 Collins Street MELBOURNE VIC 3000
 Yiap James K. 28 Grey Street ST KILDA VIC 3182
 Yoannidis Angy 3 Childs Road LALOR VIC 3075
 Yong Iris K. J. 87 Douglas Parade WILLIAMSTOWN VIC 3016
 Yoong Meow S. 269 Broadway RESERVOIR VIC 3073
 Young Philip A. 324 South Road MOORABBIN VIC 3189
 Younger Peter K. 284 Maroondah Highway HEALESVILLE VIC 3777
 Youssef Mervat S. 41-43 Douglas Parade WILLIAMSTOWN VIC 3016
 Yuen Catherine S.H.N. 412 Station Street THORNBURY VIC 3071
 Yuen Patrick K. A. 347 Barry Road CAMPBELLFIELD VIC 3061
 Yusupov Alexender 2a Railway Avenue RESERVOIR VIC 3073
 Zafiropoulos Peter Mountain Gate Dental Surgery Shop 26 Mountain Gate Shopping Centre FERNTREE GULLY VIC 3156
 Zaks Jack A. 364 Dandenong Road ST KILDA EAST VIC 3183
 Zammit Sandro C. 41a Buckley Street NOBLE PARK VIC 3174
 Zayed Adel Monashvale Dental Surgery 1758 Dandenong Road CLAYTON NORTH VIC 3168
 Zdanius Nijole A. 14 Derrick Street KEW VIC 3101
 Zeffert John C. 527 High Street PRAHRAN VIC 3181
 Zeinos George Knox District Centre 3 Rezes Street WANTIRNA SOUTH VIC 3152
 Zettl John 1330 Centre Road CLAYTON VIC 3168
 Zettl John F. 17 Ian Street NOBLE PARK VIC 3174
 Zikaras S. 1434 High Street MALVERN VIC 3144
 Zimet Phillippe O. 77 Studd Road DANDENONG VIC 3175

Zinger Naum 178a High Street PRAHRAN VIC 3181
Zinger Naum 687 Hawthorn Road BENTLEIGH EAST VIC 3165
Zukerman Sam 2 Renou Road WANTIRNA SOUTH VIC 3152
Zylberberg Wally 49 Church Street BRIGHTON VIC 3186
Zylberberg Wally 176 Napier Street SOUTH MELBOURNE VIC 3205

ROPING-IN AWARD NO. 1 OF 1998

[Roping-in Award No. 1 of 1998 inserted by Q3650 from 10Jul98]

1. TITLE

This Award shall be known as the Dental (Private Sector Victoria) (Roping-In No.1) Award 1998.

2. ARRANGEMENT

This award is arranged as follows:

Subject Matter	Clause Number
Title	1
Arrangement	2
Incidence and Application	3
Parties Bound	4
Date and Period of Operation	5
Conditions of Employment	6
Employer Parties	Schedule A

3. INCIDENCE AND APPLICATION

This award shall apply to the work and employment in Victoria of health workers whose employment is governed by the Dental (Private Sector Victoria) Award 1996.

4. PARTIES BOUND

This award shall be binding upon the Health Services Union of Australia, its officers, members and persons eligible for membership and the employers listed in the schedule attached.

5. DATE AND PERIOD OF OPERATION

This award shall come into operation on 10 July 1998 and shall remain in force for a period of one year.

6. TERMS AND CONDITIONS OF EMPLOYMENT

The salaries allowances and other terms and conditions of employment of employees to whose employment this award applies shall be those provided for in the Dental (Private Sector Victoria) Award 1996 save for the following award clauses.

- Clause 9 Introduction of change
- Clause 10 Injuring an employee on account of industrial action
- Clause 43 Permission to interview employees
- Clause 44 Leave Reserved

SCHEDULE A - EMPLOYER PARTIES

Werribee Dental Clinic, Cnr. Pike and Werribee Streets, Werribee, 3030

DECLARATION - VICTORIA

[Common Rule declared by [PR953230](#) from 01Jan05]

Further to the Decision issued by the Commission on 18 November 2004 [[PR953309](#)] and pursuant to ss.141 and 493A of the *Workplace Relations Act 1996* (the Act), the Commission makes the following declaration for a common rule award:

1. In this Declaration:
 - 1.1 **the award** means the Dental (Private Sector Victoria) Award 1998, as varied from time to time;
 - 1.2 **employees** means employees in the industry who perform work of a kind that is covered by the award;
 - 1.3 **employers** means employers who employ employees;
 - 1.4 **the industry** means the callings or employment of persons employed in or in connection with the dentistry industry in the State of Victoria.
2. That save for and subject to the matters referred to in clauses 4 to 7 below, the whole of the terms of the award, as varied from time to time, except those specified in clause 3 below, shall be:
 - 2.1 a common rule for the industry in Victoria and known as the Dental (Private Sector) Victorian Common Rule Declaration 2005;
 - 2.2 binding on all employers in respect of the employment by them of employees;
 - 2.3 binding on all employees; and
 - 2.4 binding on the Health Services Union of Australia and the registered organisations respondent to the award.
3. The following clauses of the award are not included in the Dental (Private Sector) Victorian Common Rule Declaration 2005:
 - 3.1 Clause 6.2 of Clause 6 - Incidence of award; and
 - 3.2 Clause 5 - Operation of award.
4. Subject to 4.1 to 4.5 below, all provisions in the Dental (Private Sector) Victorian Common Rule Declaration 2005 are to operate from 1 January 2005.
 - 4.1 With respect to annual leave, only periods of annual leave commencing on or after 31 January 2005 attract leave loading.

- 4.2 With respect to redundancy payments for employees of employers who have less than 15 employees, only service on or after 1 January 2005 is to be taken into account for the purpose of calculating **service**.
- 4.3 With respect to redundancy payments for employees of employers who have 15 employees or more, only service on or after 1 January 2004 is to be taken into account for the purpose of calculating **service**. [Note: the agreement in respect of this issue is without prejudice to the position a party may put in roping-in proceedings.]
- 4.4 Any accident make-up pay clause is to apply in relation to any injury on or after 3 August 2004.
- 4.5 The wages clauses (including all allowances and penalty payments) are to commence operation from the first pay period on or after Monday, 3 January 2005 provided that in all cases the wages clauses commence operation no later than 5 January 2005.
5. The Dental (Private Sector) Victorian Common Rule Declaration 2005 shall not apply to employers respondent by any means to any other award of the Commission in respect of the employment by them of employees covered by that award.
6. This declaration shall not apply to a person with a disability who is eligible for a Disability Support Pension and who is employed by a supported employment service that receives funding under the *Disability Services Act 1986* (Cth) to provide support for that person. [See Note 1 below.]
7. An employer who is making superannuation contributions into a complying superannuation fund, within the meaning of the *Superannuation Industry (Supervision) Act 1993* (Cth), on behalf of an employee covered by this declaration, prior to the date of effect of this declaration is exempt from any provision in the award which specifies the fund or funds into which superannuation contributions are to be paid. [See Note 2 below.]
8. In the event of a dispute about the entitlement of an employer to set-off entitlements and benefits provided under a contract of employment made prior to the date of this declaration against entitlements and benefits required to be provided under the Dental (Private Sector) Victorian Common Rule Declaration 2005, the matter may be referred to a Board of Reference consisting of a Member of the Commission which shall determine whether or not such a set-off should be permitted having regard to what is fair and equitable in all the circumstances of the case, without regard to technicalities and legal forms.
 - 8.1 An appeal lies from a decision of a Board of Reference to a Full Bench of the Commission.
 - 8.2 This clause shall apply for a period of twelve months from the commencement date of the Dental (Private Sector) Victorian Common Rule Declaration 2005.

- 8.3 Any registered organisation bound by the terms of Dental (Private Sector) Victorian Common Rule Declaration 2005 shall be notified of the time and date of hearing in relation to any application made pursuant to this provision.
9. Nothing in this declaration reduces or in any way detracts from any accrued rights to any forms of leave including sick leave, annual leave, long service leave or parental leave to which employees or any of them have become entitled by accrual or otherwise prior to the commencement date in clause 10 below.
10. This declaration shall be an award of the Commission, shall come into force on 1 January 2005 and shall remain in force for a period of three months and thereafter in accordance with the Act. [See Note 3 below.]

Note 1

1. Disability Support Pension means the Commonwealth pension scheme to provide income security for persons with a disability as provided for under the *Social Security Act 1991* (Cth), as amended from time to time, or any successor to that scheme.
2. The intention of this provision is limited to preventing the award from applying to sheltered workshops (i.e. supported employment services) - it does not prevent the award from applying to employees with disabilities in open employment.
3. Leave is reserved for any party to have this issue reconsidered in the light of any developments in the national process which is currently considering workplace relations issues for sheltered workshops. This national process includes the Disability Sector National Industry Consultative Council and any related applications that seek award coverage for sheltered workshops.

Note 2

1. The purpose of the exception above is to maintain the status quo in respect of employers who, as at the date of effect of the common rule declaration, are making superannuation contributions into a complying superannuation fund. These employers will not be required to change their existing arrangements. Nor will there be any requirement for the existing arrangements to be the subject of an agreement between the employer and employees. For the avoidance of doubt, the exception continues to apply to employers who are making superannuation contributions to complying superannuation funds which are successor funds (as defined in Regulation 1.03 of the *Superannuation Industry (Supervision) Regulations 1994* (Cth), or as amended or replaced by other legislation) into which benefits are transferred, after the date of effect of the common rule declaration, in accordance with the *Superannuation Industry (Supervision) Act 1993* (Cth) and the Regulations thereunder. Further, "existing arrangements" includes the making of contributions to such funds.
2. The exception is in respect of current and future employees of the employers who are entitled to the benefit of the exemption.

3. The exception does not apply to new businesses which are established after the date on which the award is declared to have effect as a common rule.
4. The exception only applies to employers who are required to apply the terms of the award by virtue of the Common Rule declaration. It does not apply to employers who are named respondents to the award or who are parties bound by virtue of their membership of an employer organisation.
5. The exception applies subject to any Commonwealth legislation to the contrary.

Note 3

1. Subject to s.113 of the *Workplace Relations Act 1996* and any order of the Commission, an award dealing with particular matters continues in force until a new award is made dealing with the same matters (see s.148 of the *Workplace Relations Act 1996*).

** end of text **