

GRADUATION

CLASS
— OF —
2016

BOOKLET



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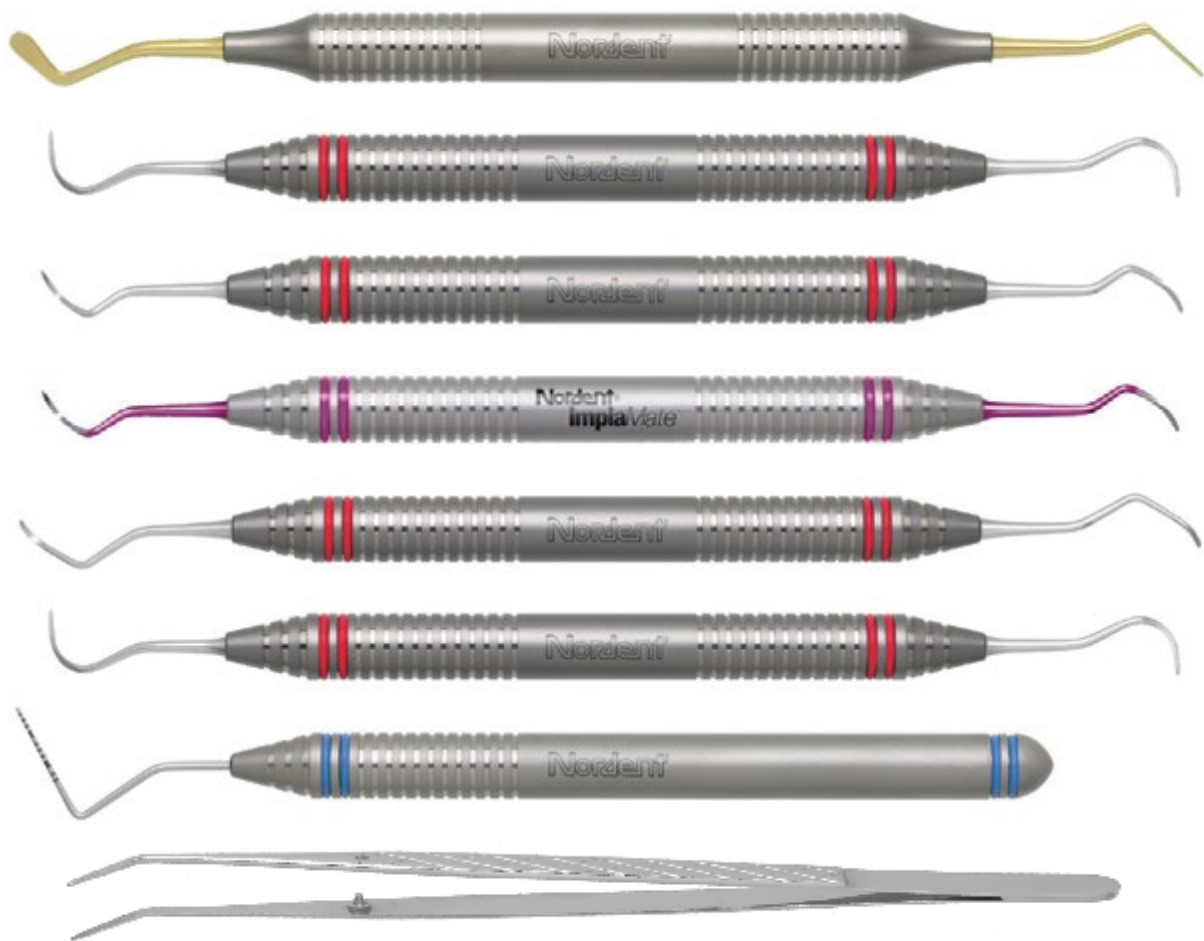
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A Message From the Publications Officer

Congratulations to all the graduates of 2016 !!

It's certain has been a long journey filled with hard work, endless exams and countless hours of study. But at the same time many cherished memories were made. When you look back on your time in dental school you won't remember that practical exam you failed, or the crown prep you screw up, you will remember random funny moments you had with your mate at the lab or in clinic, you will think about how drunk everyone got at your half way party as you danced through the night. If you went to the ADSA convention, perhaps you will run into someone you met there across the country in the not so distant future. I'm sure that this is a bittersweet time for everyone, on one hand you can't wait to not be poor anymore and buy that brand new Mercedes you always wanted, but on the other hand saying goodbye to the friends that you have been with for 4-5 years, and not knowing when you can see them again might just bring that tiny drop of tear in your eyes that you hope no one sees. Appreciate the final moments of dental school class of 2016, it's definitely once in a lifetime.

This year's grad book, we have tips and graduate journeys from three graduates!!! They have kindly shared their experiences with you all in hope that they can help you guys for your upcoming new jobs. In here there are also important information regarding your registration, insurance, and medicare, so please read through carefully. Once again congratulations for making it to the end.

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Sincerely,

Anna Peishan Jiang

Publications Officer
Australian Dental Students Association



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ADVERTISING ENQUIRIES

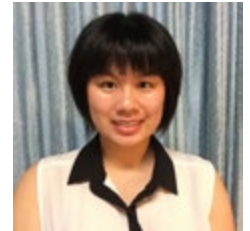
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A Message From the President

The last four or five years at dental school have probably seen many ups and downs, excitement of being in sim clinic for the first time, freaking out when you finally see a real patient and then fitting a denture without having to do any modifications! So to think that you only have a few months left before you finally graduate can be exciting and daunting at the same time.



While you are probably focused on meeting requirements and wondering if you'll get a job, here at ADSA, we've put together this graduate booklet to help you figure out what steps you need to take so you can actually work once you graduate. There are things to do such as get a provider number from Medicare, apply for insurance and you have to register with the dental board. We've also included some helpful hints that might help guide you in the right direction and assist you in getting your dream job.

Importantly, remember that although it all seems over now, learning never stops. Dentistry is a profession that requires continual growth throughout your career. Methods, techniques and more can be developed by engaging in various opportunities in the wider world. There is tremendous support and guidance out there for new graduates, with numerous avenues for new graduates to maximise their learning outcomes. Take time to connect and network as you may never know what door of success it may open up.

If you are in your final year of your studies, have an amazing couple of weeks in dental school and enjoy being a student while you can! Best of luck with your final exams, and we hope you have an exciting and rewarding career.

All the best,

Cheryl X. Chen

President
Australian Dental Students Association

Your ADA membership has real value

Community

Gain support, advice and professional insights from fellow members via networking events and state-based activities.

Professional Advice

Information on clinical issues, government programmes, practice management and regulatory issues as well as access to the ADA's HR Hotline.

Jobs Board

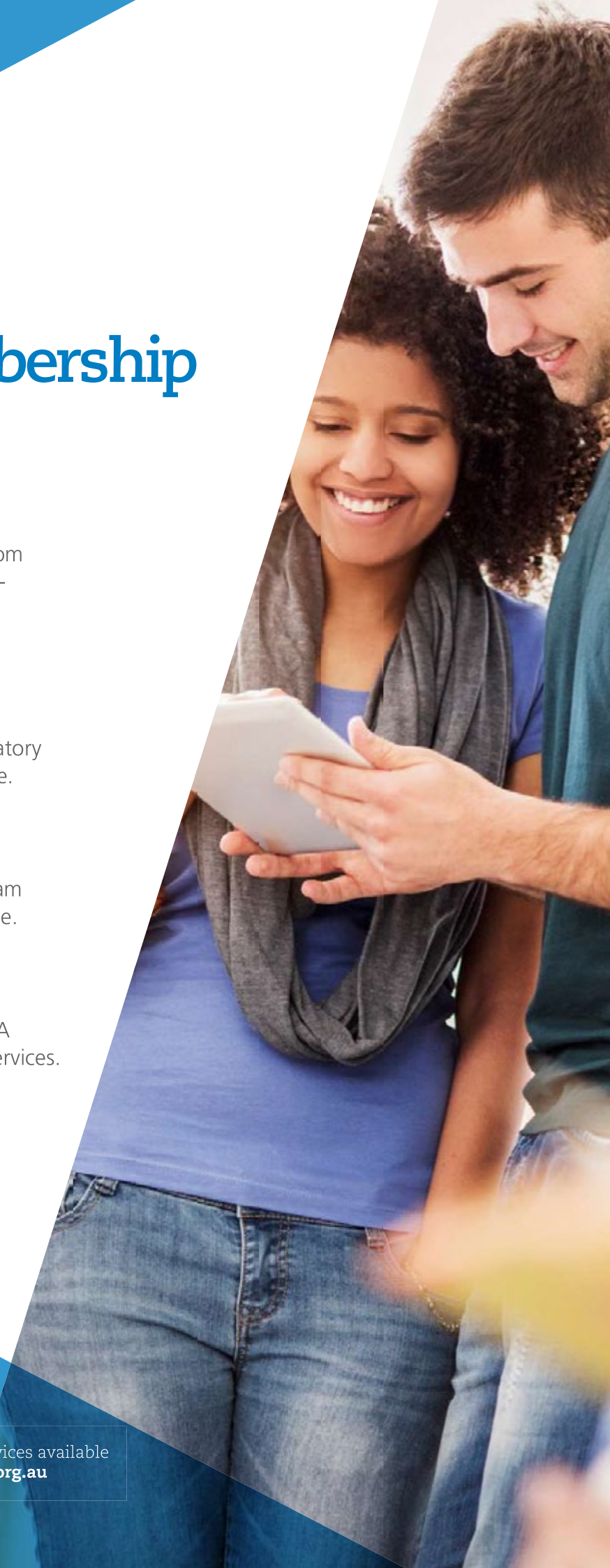
Find a job for yourself or a member of your team and list any positions your practice has available.

Great membership rates

As a new graduate, enjoy reduced fees on ADA membership with full access to our range of services.

For more information about your membership and services available contact your Membership Team at membership@ada.org.au

ada.org.au





AUSTRALIAN DENTAL
ASSOCIATION

Your ADA membership has real value

Educational Resources

100s of hours of peer-reviewed content via the CPD Portal + access to the National Online Library.

Advocacy

The ADA works continuously with government and regulatory bodies to effect real change on policies concerning dentistry and oral health.

News & Updates

ADA publications and e-newsletters keep you updated on the latest clinical advances and industry news.

Oral Health Promotion

Ongoing public awareness campaigns including our flagship Dental Health Week event each August.

For more information about your membership and services available contact your Membership Team at membership@ada.org.au

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TIPS FROM PAST GRADUATES



DENTAL GRADUATE 2015

Dr Bashar Said

BOH in Dental Sci, GradDipDent (Griffith)

Class of 2016, your hard work has finally paid off, Congratulations! I remember when I threw my cap into the air despite being told not to. (Disclaimer: do not attempt this during graduation, I do not condone such behaviour or hold any responsibility for potential damages incurred - avoiding a lawsuit and all). I remember it so well; it was a time full of excitement!

However, behind all that, conflicting emotions stirred: new opportunities but no sense of direction. Compulsory studying was over but now there was a lot of job researching. I experienced immense joy from reaching my goals but also a sinking sadness because I was parting with many friends. The five years of university training had founded me with strong confidence, yet a sense of worry about the future remained.

My dental journey thus far, has involved many ups and downs. But briefly, it started with getting only the one interview, where the boss was happy with me, but I was not comfortable at all. You take it though, you are a new graduate, you take anything, right? It turned out to

be the worst experience of my life; I was doing unassisted scale and cleans, day in and day out on children who do not have their parents with them and everything seemed dodgy. I left work two weeks later. After a month and a half of no response from employers, I made myself known to leading dentists and specialists at the ADX 2016. By the end of the event, I had scored a job simply through meeting my now boss whilst dressed up smart, putting on a smile and having just the right amount of confidence.

In conclusion, the roller-coaster of events I had gone through have taught me a lot of lessons and it is my privilege to share some of those with you:

1 It is now a very emotional time for you. Hold onto your close friends, hang out a lot, make sure the busyness waiting ahead does not come between you.

2 Mentoring is a must. You may learn a lot faster and a lot more by working alone with no one to lean back on; however, you will make more mistakes, some only to be discovered a decade later whilst others may be potentially fatal to your career. Demand mentorship!

3 Be wise about the jobs you accept. You are in a tough position. Not many employers want new graduates. You also want to kick-start your dental career at a place you can learn. A lot of conflicting factors must be weighed out. So if you get multiple offers, choose the one you are most comfortable with, and be prepared to not like many things about your job or not like the job at all. Perseverance will preserve you, but changing your workplace is not a bad idea if you face many irreconcilable differences.

4 This is just the beginning. You are full of passion and energy, but you have very little experience. You need to have a tempered sense of confidence at all times.

5 Go back to those books and lectures you often crammed, they are a gold mine in the real world of dentistry.

6 Make sure you have a life outside of work, the profession can be stressful.

7 Lastly, as you look for jobs now, make yourself known by physically meeting employers, making connections, having business cards, etc. It will go a much longer way for you than a CV which may have "bi-lingual" as the only selling feature for you, as did mine...

Lastly, I would like to take this opportunity to once again congratulate you for your hard work. It was a long and tough journey, not five years but your whole life and the lives of others were required to get to where you are now. Embrace the excitement and look forward to many great years ahead as you continue to write your future as excellent dental practitioners. It is a very rewarding profession and certainly clinic is a lot more enjoyable than it

is at university; I mean no more waiting on supervisors and no marking on Titanium, right?! All the best!

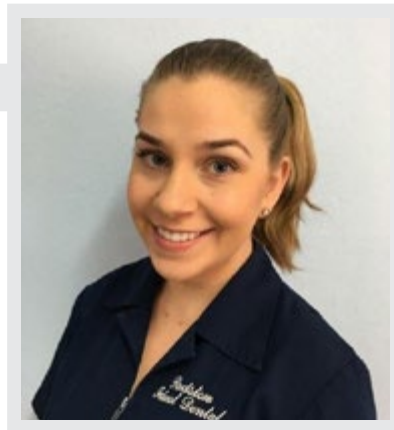
Your colleague,

Dr Bashar Said

BOH in Dental Sci, GradDip-Dent (Griffith)

Class of 2015

OHT GRADUATE 2015

Melanie Crocker
BOH (Newcastle)


I remember this time last year there were 3 constant conversation topics floating around our cohort. VIVAs, OSCEs & job interviews. Here I am a year later, having almost completed my first calendar year of work as a dental hygienist, and life couldn't be more different!

My name is Mel, I'm 22 years old from Sydney, and a year ago I was completing my Bachelor of Oral Health at the University of Newcastle on the Central Coast. I went to university straight after Year 12, and was working as a dental assistant in Padstow (south-west Sydney) as I studied. University finished up in November and I was on the job hunt for a few months over the holidays. Coincidentally, the hygienist position at Padstow became available at the start of this year, and I began work full-time as of early February.

However, it hasn't all been smooth sailing. I've faced some challenges such as taking over from a long-standing hygienist in an established practice. Although I had worked there for 4 years, some patients were initially hesitant to be seen by a new face. Which brings me to my second challenge – my age. As I said I'm only 22, and patients can see that! I had some patients who didn't always value my professional advice or opinion as a clinician very highly, although I was lucky to have my boss backing me up which made my transition to hygienist far easier. For anyone facing similar challenges my advice is to be confident in your abilities as a new clinician, and speak profes-

sionally towards patients, but without reciting your Foundations of Periodontics textbook.

I've had two major highlights for this year; the first being my revamp of the hygiene department at work, where I've started a Facebook page and really put the focus back on oral health promotion, especially for younger patients. On the Facebook page I post articles related to oral hygiene habits based on questions I'm often asked by my patients. I've also started a Hall of Fame (pictured) for younger patients to reward optimum oral health habits and remaining cavity-free. My second highlight of the year would be returning to Soe, Timor with the University of Newcastle as a student mentor on the placement trip, after visiting for the first time last year as a student myself. On these trips we visit remote communities and schools (pictured) to provide treatment and oral health promotion to those who would otherwise have no access to dental services. I am now an active member of the fundraising team to ensure the yearly trips are able to continue, and manage the associated Facebook page 'Saving Smiles in Soe'.

I've outlined 5 tips to keep in mind as you begin the transition from study to work over the next year:

1 Don't be disappointed if you don't get full time work straight away.

Whilst I began full time work in February a lot of my friends were working a couple of days a week over one or two practices. I know many hygienists and therapists who started out at one day a week and built-up their patient base to full-time. If this is not possible at the practice you find work at, find a second practice and between the two you can build-up to 5 or 6 days of work, plus you'd have the added benefit of variety to keep your week interesting.

2 Say yes to temporary work through when the opportunity presents itself.

If you're in need of a few more days of work I'd recommend connecting yourself with a temp agency. Not only does this expose you to more practices and potential employers, you have the opportunity to work with different people and see a range of different patients, which is going to help you improve as a clinician. If a practice likes you they may even offer you a fixed position, or keep you in mind as soon as one opens up. You can't be considered if you don't put yourself out there!



3 Remember you're still new and it's okay not to know everything yet!

Day 1 of seeing patients in the real world and you see something questionable – just when you're about to have an internal meltdown you remember there's an experienced dentist in the next room to help – don't be afraid to go grab them! They're there to teach you and help you develop as a clinician. There's nothing more dangerous than an over-confident clinician who thinks they don't need any help or a second opinion. I've worked with my boss for 5 years (4 as an assistant, 1 as a hygienist) and still don't hesitate to grab him when I need help with something.

4 Continue your learning, especially in areas which interest you.

We don't finish learning the day we wear the hat and cape, and for some it may seem like a chore but not if you're learning about topics which interest you. The first CPD course I completed as a registered hygienist was In-Office Whitening presented by Dr Laurence Walsh in Queensland (if you haven't heard of Dr Laurie look him up or even better try to attend one of his presentations – he's awesome). Whitening had always been something I was looking forward to learn about as I had assisted many ZOOM In-chair procedures as an assistant, and still to this day I read through my workbook to refresh my knowledge.

5 Smile and be polite!

When you begin seeing patients at work they're going to be just as scared of you as you are of them. Just remember, before you were a clinician you were a regular human being! Introduce yourself, remember your manners, start a conversation, find out a little about them – it's going to make everyone feel a lot more at ease before you get started.

Good luck to all you students who are concluding their studies and either joining the workforce or furthering their studies, I wish you all the best for your futures! Should anyone have any questions about starting work, or would like more information on 'Saving Smiles in Soe', I'm more than happy to have a chat! I can be reached via the 'Padstow Ideal Dental' Facebook page.

Melanie Crocker

BOH (Newcastle)

Class of 2015



OHT GRADUATE 2014

Maria Pana

BOH, GradDipDentTherapy (Newcastle)

My name is Maria Pana. I am an Oral Health Therapist currently practicing at the Dubbo Community Dental Clinic Western NSW Local Health District (LHD).

I graduated from the University of Newcastle in 2013 with Bachelor in Oral Health and in 2014 the Post Graduate Diploma in Dental Therapy. I then completed the Oral Health Therapist Graduate Year Program (OHTGYP) in 2015 at the Dubbo Community Dental Clinic (DCDC) Western NSW LHD

I have been very fortunate in my placement at the Dubbo clinic as I have had a supportive environment where I get to work alongside dentists, oral health therapist and specialists. My caseload is approximately 80% dental therapy and 20% dental hygiene.

I am primarily based in Dubbo, however I have provided outreach service to Nyngan, Cobar, Wellington, Gilgandra, Warren as a sole practitioner. I also work on the Western NSW LHD's Mobile Oral Health Clinic in Baradine.

Oral Health Promotion has been an important part in my job. With the OHTGYP I developed

an Aged Care Oral Health Program that is now being used around the district and has been successful in reaching 15 aged care facilities. Moreover, working with Western NSW LHD and living in a rural community we get the opportunity to participate in other health programs in the district such as Healthy Kids Bus Stop run through Royal Far West in Lightning Ridge and Nyngan, education to preschools and schools, interactive workshops with Mums and Bubs groups and Aboriginal groups.

The challenges I have faced have been finding time to balance continuous professional development (CPD) and my workload. Through the OHTGYP we were given a study day weekly to complete the curriculum and program requirements, however working full time most CPD has to be completed after work or over weekends.

5 tips for new grads:

1 Be open to new experiences.

Think outside the box! Take on opportunities to develop through new experiences in observing specialists, volunteering and providing oral health promotion.

2 Join an association.

Associations are a great way to stay linked in with changes to policies or upcoming events and are a great way to network with other health professionals. Some associations include the Dental Hygienist Association of Australia (DHAA), the Australian Dental and Oral Health Therapist Association (ADOHTA), Australia Dental Association (ADA).

3 Keep up with Continuous Professional Development (CPD).

CPD is part of our registration. Dental policies, products and techniques are always being updated make sure you are up to date and increase your knowledge.

4 Stay connected.

Keep in touch with your classmates and tutors. This allows support during your career and an insight into different work places.

5 Know your limits and don't be afraid to ask.

Your skills and knowledge will increase to develop as you continue to practice. If you are not confident in a particular skill or materials don't be afraid to ask your colleagues for assistance and support.

Maria Pana

BOH, GradDipDentTherapy (Newcastle)

Class of 2014

Four Things TO DO Before you find a job

- ☐ **Register**
with the Dental Board of Australia
- ☐ **Medicare**
Apply for a prover number
- ☐ **Indemnity Insurance**
Resiter with a provider
- ☐ **Radiation Licence**
Get one!

To Do # 1

Registration

YOU MUST REGISTER WITH THE DENTAL BOARD OF AUSTRALIA BEFORE YOU CAN PRACTICE.

To register with the board, you can apply through the Australian Health Practitioner Regulation Agency (AHPRA). December is a very busy time of year with thousands of medicine and allied health graduates sending in their application forms. Luckily, you can start the registration process 4-6 weeks before completing your course. Once you complete all the requirements for your degree, your university will inform the AHPRA that you have officially completed your degree and your application will be processed. We recommend sending in your forms early so you can skip the queues and practice sooner rather than later.

MORE DETAILS ONLINE: www.ahpra.gov.au/Registration/Graduate-Applications.aspx

To Do # 2

Medicare

ALL DENTISTS NEED A MEDICARE PROVIDER AND PRESCRIBER NUMBER

After you register with the Dental Board of Australia you need to fill out the two forms below from Medicare and mail or fax your application form along with supporting documentation to the contact details found on the forms.

Application for an initial Medicare provider/registration number for a Dentist, Dental Specialist or Dental Prosthesis

The provider number allows dentists to request certain diagnostic imaging services set out in the Medicare Benefits Schedule (MBS), available

online on the Department of Health and Ageing website. It allows the dentist and the location from which a service is provided to be uniquely identified. You need to have a Medicare provider number before you can start billing patients.

Application for approval to prescribe medications under the Pharmaceutical Benefits Scheme

This is the application form to allow you to prescribe medications under the Pharmaceutical Benefits Scheme (PBS)

DOWNLOAD FORMS ONLINE

www.medicareaustralia.gov.au/provider/pubs/medicare-forms/dentists.jsp

To Do # 3

Insurance

BEFORE YOU PRACTICE YOU MUST HAVE INDEMNITY INSURANCE

This must cover all aspects of dental practice that you plan to carry out. There are a number of indemnity insurance providers that currently insure dentists, including:

DPL (Dental Protection Limited)

<http://www.dentalprotection.org/australia/>

Guild

<http://www.guildinsurance.com.au/professionals/professional-indemnity/dentists>

MIPS (Medical Indemnity Protection Society)

<http://www.mips.com.au/>

Understand that providers differ in membership fees, level of cover and support beyond insurance needs. Also be aware that insurance requirements are also different for each state.

When choosing a provider, we suggest that you make an informed decision based on your needs as a recent graduate. Ask those around you whose opinions matter and don't be afraid to quiz providers about their policies!

DENTAL PROFESSIONAL INDEMNITY INSURANCE REGISTRATION STANDARD

<http://www.dentalboard.gov.au/Registration-Standards.aspx>

To Do # 4

Radiation Licence

The requirements of a radiation licence will depend on the state in which you wish to practice in. Each state has different practising radiation regulations, e.g. dentists in NSW only need registration to take OPGs and in WA radiation licences are not required. So before you take that first bitewing, make sure that you're licensed!

NORTHERN TERRITORY

Department of Health
Radiation Protection Act 2011

[www.health.nt.gov.au/
Environmental_Health/
Radiation_Protection/](http://www.health.nt.gov.au/Environmental_Health/Radiation_Protection/)

QUEENSLAND

Queensland Health
Radiation Safety Act 1999

[www.health.qld.gov.au/
radiationhealth/healthrelated/
dental.asp](http://www.health.qld.gov.au/radiationhealth/healthrelated/dental.asp)

WESTERN AUSTRALIA

Current legislation does not
require a radiation licence

SOUTH AUSTRALIA

EPA South Australia
Radiation Protection and
Control Act 1982

[www.epa.sa.gov.au/licensees/
radiation_licences/dental_
professionals](http://www.epa.sa.gov.au/licensees/radiation_licences/dental_professionals)

NEW SOUTH WALES

NSW Government Licensing
Service Radiation Control Act
1990

[http://www.epa.nsw.gov.au/
radiation/licensing/index.htm](http://www.epa.nsw.gov.au/radiation/licensing/index.htm)

VICTORIA

Department of Health
Radiation Act 2005

[www.health.vic.gov.au/
radiation/](http://www.health.vic.gov.au/radiation/)

TASMANIA

Department of Health and
Human Services
Radiation Protection Act 2005

[www.dhhs.tas.gov.au/peh/
radiation_protection](http://www.dhhs.tas.gov.au/peh/radiation_protection)

LOOKING FOR EMPLOYMENT

Finding a job isn't always easy. It may take a few interviews and resume drops before you find a clinic that you feel you would like to work in. Word of mouth is a great way to find out who is willing to take on a new graduate. Here are some places you can try.



ADA

www.ada.org.au

Visit your local ADA branch website and the classifieds section of ADA bulletins. Make sure to also check out the ADA job classifieds site: <http://www.ada.org.au/members/classifieds.aspx>



Dentist Job Search (DJS)

www.djs.com.au

A job search company, where you can simply register your details and they will "promote" you to clinics looking for dentists. Additionally, for those looking to buy or sell clinics, a Practice Sale Search has been integrated into the website as well.



The Young Dentist

www.theyoungdentist.com/au

A one stop shop resource for young dentists by young dentists. This website includes articles on finding the perfect job, setting up a practice, working abroad and much more.

Other places to visit

- State health service or state dental health service websites
- Australian Defence Forces
- General medical hospitals
- Dental hospitals

General Job Sites

Seek

www.seek.com.au

MyCareer

www.mycareer.com.au

CareerOne

www.careerone.com.au

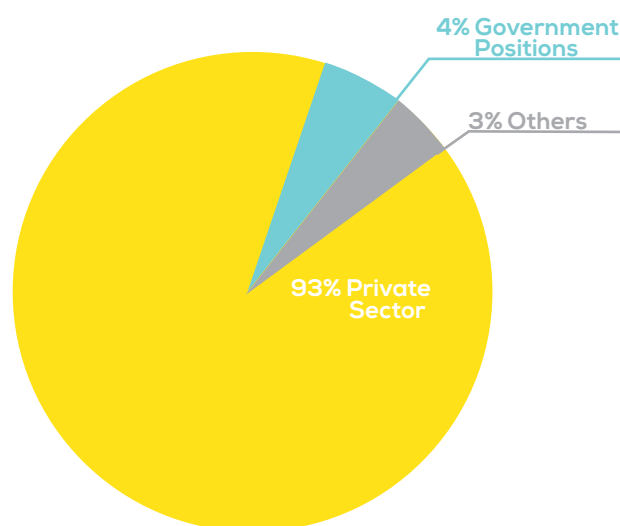
ACING THE INTERVIEW

An interview is a chance for your potential employer to get to know you. They might want to know what parts of dentistry you enjoy, what your interests are, how much experience you have had at a dental school and what your attitude to patient care is.

At the interview, besides the standard queries regarding pay, hours and holidays, some important questions to ask could be:

- **Have you hired a new graduate before?**
- **Will I be able to book longer appointments until you pick up some speed?**
- **Will you have time to review cases with me during the week or do you expect me to work alone?**
- **Do you use amalgam, rotary endo, written or electronic records?**
- **What areas of dentistry do you focus on and which cases do you refer?**

These questions will give you an idea of the attitude of your potential employer as it's important that you feel comfortable with their expectations and working conditions. It is also a good idea to find out if they want to restrict you to certain types of treatment or allow you to practice to your full scope. Often new graduates find having some extra support, especially in the first few weeks, invaluable so find out if they are happy for you to refer cases to them or if you can start off with a few easier cases until you feel a bit more comfortable. Don't forget to have a contract signed before you start work!



Currently, approximately 93% of dentists work in the private sector, 4% work in government positions and the remaining 3% work in other settings such as in the Armed Forces or as a locum dentist.

Your first job as a new graduate may have an important impact on your future. Consider carefully before taking on a job. Proper planning is imperative to ensure you make the right choices!

CAREER PATHWAYS

The majority of dentists work in private practice and this can be achieved in a few different ways

- Setting up a practice
- Purchasing an existing practice
- As an associate dentist where some of the expenses of setting up the practice are shared with other dentist(s) but fees may be collected individually and some expenses are not shared
- As a partner where all expenses and profits are shared according to an agreed percentage, or
- As an assistant dentist working for the owner of a practice

Other career choices you can consider include

- A government dentist treating patients that can have their dental treatment publicly funded
- The armed services www.defencejobs.gov.au/army/jobs/Dentist/JobDetails
- As a short-term university tutor or lecturer (a permanent position will require higher degrees)

Dental Board of Australia's List of Specialties

Additional programs of study must be completed after graduating in order to become a specialist. Normally you need to be working for at least two years as a general dentist before you can apply for a specialist training program. These training programs are normally 3 years, and each has different requirements. Different course providers for specialist training programs can be found in AHPRA's database at <http://www.ahpra.gov.au/Education/Approved-Programs-of-Study.aspx>

Below is a list of some of the areas you can specialise in:

Dento-maxillofacial radiology	Diagnostic imaging procedures of the oral and maxillofacial region.
Endodontics	Pulpo-dentine complex and periradicular tissues.
Oral and maxillofacial surgery	Surgery of injuries and defects of the jaws and associated structures.
Oral medicine	Diagnosis and non-surgical management of the oral and maxillofacial region.
Oral pathology	Nature of diseases.
Oral surgery	Diagnosis and surgery of oral and dento-alveolar tissues.
Orthodontics	Malocclusion of teeth and surrounding structures.
Paediatric dentistry	Oral facial problems in children from birth to adolescence.
Periodontics	Supporting tissues of the teeth.
Prosthodontics	Coronal alteration or reconstruction of natural teeth or replacement of teeth, oral and maxillofacial tissues.
Public health dentistry	Oral health education of the public, administering dental care programs, prevention and control of oral diseases in communities.
Special needs dentistry	Special dental treatment plans for patients with intellectual, medical, physical or psychiatric conditions.
Forensic odontology	Examine, document and evaluate dental evidence in cases including human identification, orofacial trauma and bite marks.

KEEPING UP WITH CPD

The Dental Board has stipulated the following guidelines concerning **mandatory continual professional development (CPD)** for dentists.

A

Complete a minimum of 60 hours of CPD activities over three years

B

Ensure that 80% of the minimum 60 CPD hours are clinically or scientifically based

E

Produce evidence of CPD activities when requested to do so by the Dental Board

C

Make a declaration of their compliance with CPD requirements at the time of annual renewal

D

Maintain records detailing CPD activities for audit purposes

EARN CPD POINTS FREE

There are many opportunities to earn CPD points for free. Keep your eyes peeled for fliers from your local dental hospital, radiographer and other dental companies or help groups such as Dental ED. The ADA Bulletin often contains articles with question and answer sheets that can be submitted for CPD points.

OTHER OPTIONS

There are a myriad of companies and lecturers who hold courses and seminars for CPD points. These are often informative and insightful, but make sure that they are reputable before you sign up!

CPD THROUGH THE ADA

The ADA run a dental congress over 3-4 days, every two years. This will accrue over 20 CPD points for a relatively low cost compared to other CPD courses. The congress is also a great way to network with other dentists and suppliers. Your local ADA branch also run several lecture series and hands-on courses where you can extend your knowledge in many areas of dentistry.

ROYAL AUSTRALASIAN COLLEGE OF DENTAL SURGEONS

STUDY WITH THE RACDS

Royal Australasian College of Dental Surgeons (RACDS) study programs provide opportunities for new graduates and experienced dentists to improve their skills, knowledge and understanding of clinical dentistry.

ATTAINING MEMBERSHIP OR FELLOWSHIP

The main focus of the RACDS education programs is to provide world standard, evidence based education, training and assessment in dentistry, leading to Membership (MRACDS) or Fellowship (FRACDS) of the College. Membership and Fellowship begins from the moment you decide to aim for achievement by joining the RACDS.

Your RACDS qualifications demonstrate to patients that their practitioner is equipped with the knowledge and skills to practise clinical dentistry at the highest standards throughout their working life.

ADVANCE YOUR CAREER WITH THE RACDS

Participation in RACDS programs is suited to all dentistry careers including private practice, government health services, academia, and the armed services. Many dentists enrolled in university postgraduate studies will find Membership or Fellowship of the RACDS a rewarding addition to their postgraduate qualification.

RACDS has education programs in both General Dental Practice (GDP) and Specialist Dental Practice (SDP). Successful completion can lead to either Membership or Fellowship in your chosen stream.

MEMBERSHIP IN GENERAL DENTAL PRACTICE

The MRACDS(GDP) Program is a 2-3 year structured educational learning program for qualified General Dental Practitioners (GDPs), that aims to provide an ongoing high standard of patient management, diagnosis and treatment for the benefit of the community. The program comprises six core and three elective modules.

The MRACDS(GDP) Program is structured to enhance and support the acquisition of knowledge and skills of GDPs and provide a structured approach to Continuing Professional Development (CPD).

MRACDS(GDP) is the first step to RACDS Fellowship. On its own it is not a registrable qualification to practice dentistry in Australia or New Zealand.

FELLOWSHIP IN GENERAL DENTAL PRACTICE

Attain FRACDS(GDP) by obtaining a pass in the RACDS examinations which involves the Primary Exam and the Final Exam.

The Primary Exam consists of study and examination in the areas of Anatomy, Histology, Physiology, Cell Biology and Biochemistry, Pathology and Microbiology. The aim is for candidates to

demonstrate an understanding of the fundamental principles of the basic sciences and, importantly, their relationship to clinical dental practice.

QUALIFICATIONS IN SPECIALIST DENTAL PRACTICE DISCIPLINES

Membership and Fellowship is available in the following disciplines.

Dental Public Health
Endodontics
Oral Medicine
Orthodontics
Paediatric Dentistry
Periodontics
Prosthodontics
Special Needs Dentistry

Fellowship in the Specialty Practice of Oral and Maxillofacial Surgery is a four year structured training program. Further information can be found in the OMS Handbook on the college website.

MEMBERSHIP IN SPECIALIST DENTAL PRACTICE

Membership in Specialist Dental Practice is granted in recognition of a candidate's standing as a specialist in their discipline. It is seen as the attainment and recognition of specialist status by one's peers. Membership is awarded by examination. Either by the College or via University Post Graduate course work where there is an agreement with the College to award joint qualifications.

FELLOWSHIP IN A SPECIALIST DENTAL PRACTICE

Fellowship in a Specialist Dental Practice discipline represents the assessment and peer review of a candidate at an advanced level following the completion of a period of specialist experience gained after the completion of a higher university qualification in that discipline. It is seen as a continuation of learning and professional development in that discipline.

MORE DETAILS ONLINE

www.racds.org



Royal Australasian College of Dental Surgeons

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Email: membership@adohta.net.au

Student Membership: **FREE** for the duration of an individual's undergraduate degree (Bachelor of Oral Health or equivalent) and including up to six months following graduation.

Graduate Discount Membership:

Available for 12 months only for the first year of membership after graduation. Must be a student member at the time of completion of course.



The Australian Dental and Oral Health Therapists' Association is the peak national body representing dental therapists and oral health therapists.

What can ADOHTA do for you!

- ♥ We advocate for you!
- ♥ Provide you with legislation updates
- ♥ Notify you of Job Opportunities
- ♥ We can help with your structured professional relationship?
- ♥ We can help with your Scope of Practice
- ♥ ADOHTA is Australia Wide
- ♥ Discounted Indemnity Insurance
- ♥ Discounted CPD Online
- ♥ Discounted CPD Events
- ♥ You will receive our Journal Publications
- ♥ Network with other Therapists and Industry associates
- ♥ We represent you with many key industry bodies worldwide



Why employ a Dental or Oral Health Therapist?

The demands on private dental practices continue to evolve and increase.

Dental and Oral Health Therapists add value, efficiency and another dimension to your practice. They open opportunities for growth in your client base and enhance your dental team.

For a full list of member benefits go to <http://www.adohta.net.au/content/members-benefits>

PAYING OFF YOUR STUDENT LOANS

If you have deferred paying your tuition fees at University, chances are you know you have a HECS-HELP debt and need to pay back this money to the Commonwealth Government once you start earning an income.

HOW MUCH DO I OWE?

Your debts are managed by the Australian Taxation Office (ATO). To request the balance of your account, have your tax file number ready and call them on 13 28 61.

WHEN DO I HAVE TO START PAYING BACK MY LOAN?

When your repayment income exceeds the compulsory repayment threshold which, for the 2015-16 income year, is \$54,126. That means once you start earning over \$54 126 it is compulsory to pay back some of your loan.

HOW MUCH IS EACH COMPULSORY REPAYMENT?

The ATO calculates your compulsory repayment as a percentage of your income and the amount will be on your income tax notice of assessment. This percentage increases as your income increases.

IS INTEREST CHARGED?

No, however on June 1 each year, your debt is adjusted in line with changes to the cost of living to maintain its real value.

CAN I PAY OFF MY DEBT SOONER?

Yes, this is known as a voluntary repayment and can be made to the ATO at any time for any amount on top of the compulsory payments.

IS THERE A BONUS FOR VOLUNTARY REPAYMENTS?

Your account is credited with an additional 5% of the payment amount if you make a voluntary repayment of \$500 or more on top of the compulsory repayments.

WHAT DO I DO IF I CAN'T AFFORD THE REPAYMENTS?

You can apply to the ATO to defer your repayment. To justify your financial hardship, you will need to complete a form titled Deferring your compulsory HELP, HECS or Financial Supplement repayment.

FOR MORE INFORMATION

www.studyassist.gov.au

www.ato.gov.au

Call ATO on 13 28 61

BASIC GUIDE TO SUPER

Superannuation is a fund that is which is only accessible to people once they retire. Employers must contribute to this fund, and individuals are encouraged to contribute and manage their superannuation accounts so they can maximise their funds available for them in retirement.

For graduates who are dealing with superannuation for the first time, here are the basics of superannuation. The two types of contributions are concessional and non-concessional.

MAKING CONCESSIONAL (BEFORE-TAX) CONTRIBUTIONS

Superannuation guarantee (SG) is a compulsory superannuation contribution from the employer which eligible employees are entitled to. For those aged 18 years or over, your employer must pay 9.25% of your earnings into your super account if you earn at least \$450 a month before tax.

Salary sacrificing is when your employer can put some of your before-tax salary to your superannuation fund.

Self-employed or not employed or if you receive less than 10% of your income from an employer, then you can also make concessional contributions.

Concessional contributions are generally hit with a 15% contributions tax.

MAKING NON-CONCESSIONAL (AFTER-TAX) CONTRIBUTIONS

These are contributions from money on which you have previously paid income tax already. There is no 15% tax on such contributions, so the full contribution reaches your super account. Earnings on these contributions are usually taxed at a lower rate compared to earnings that are not put into a superfund.

WHAT HAPPENS TO MY EMPLOYER'S SUPERANNUATION CONTRIBUTIONS?

They are paid by certain deadlines into a super fund which can be chosen by your employer or in most cases, you have the right to choose your own super fund by filling out a Standard Choice Form given by the employer.

SUPERANNUATION FUNDS

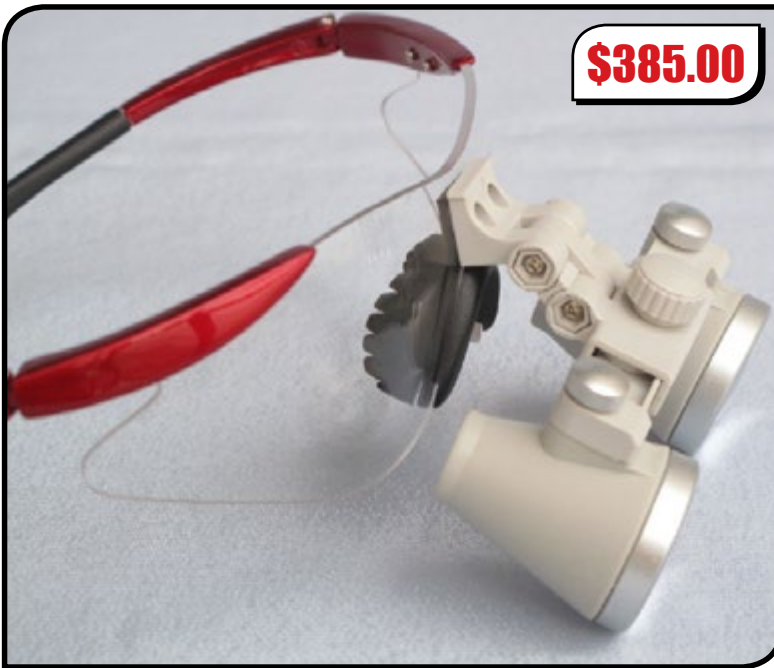
Each superannuation fund has different fees, benefits and choices about where you can invest your money. It is worthwhile finding a superannuation fund that suits your needs.

Your superannuation goes in to your superannuation account, and your superannuation provider will send you statements informing you how much superannuation you have in your account.

FOR MORE INFORMATION
www.superguide.com.au
www.ato.gov.au/Individuals/Super

Sports Loupes

One Dental Sports Loupes are designed for optical magnifications with a recommendation of 2.5 for dental students. They house a stylish sports frame, light weight, hold securely due to the rubber coated arms and enable each dental operator to enhance their posture. The 100mm field of view and flip up style lenses provide extended coverage of the working area whilst being fully adjustable.



Additional options:

- 3 or 3.5 magnifications
- Prescription insert

Length	Short	Regular	Long	Extra Long
Magnification	2X/2.5X	2X/2.5X	2X/2.5X	2X/2.5X
Working Distance	280-380mm	360-460mm	440-540mm	500-600mm
Viewing Angle	20-150°	20-150°	20-150°	20-150°
Field of View	100mm	100mm	100mm	100mm

Name: _____

Date: ____ / ____ / ____

Address: _____

Telephone: _____

Email: _____

Payments can be made using your name & quote/invoice number as reference by direct deposit: Westpac, BSB: 032-388 ACCOUNT: 262627 or credit card payments can be made at www.onedental.com.au & click on **PAY YOUR BILL** using your quote/invoice number & name as a reference

1.5% Surcharge for credit card payments & freight charges apply. If items are not PAID for in 5 days they will be returned to stock.
For International purchases, all taxes, duties and fees are the responsibility of the buyer. No Refunds.



Dental Professionals Congratulations on your graduation!

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Step 2: Select the instruments you would like and the handle type? Standard/Duralite/Coloring

DURALite®



Standard



DURALite® ColorRings



Step 3: Do you want laser engraving on the handle? E.G your name or clinic name?

ENGRAVING INFO: _____

Step 4: If choosing the Coloring Handle choose your rings colors? (14 colors available)

Instrument Code	Handle Type	ColorRings	Qty

Step 4: Email this order form for a personalised quote to sales@onedental.com.au

Step 5: Confirm any changes to the quote and progress with the order on your approval.

Name: _____ Email: _____

Name: _____ Date: ____ / ____ / ____
Address: _____ Telephone: _____
Email: _____

Payments can be made using your name & quote/invoice number as reference by direct deposit: Westpac, BSB: 032-388 ACCOUNT: 262627
or credit card payments can be made at www.onedental.com.au & click on **PAY YOUR BILL** using your quote/invoice number & name as a reference

1.5% Surcharge for credit card payments & freight charges apply. If items are not PAID for in 5 days they will be returned to stock.
For International purchases, all taxes, duties and fees are the responsibility of the buyer. No Refunds.



Australian Dental and Oral Health Therapists Association Inc.

ADOHTA as a representative body promotes the internal development of the dental and oral health therapy profession by maintaining its goal 'to achieve growth and development in dental and oral health therapy across Australia and the pursuit of excellence'.

MEMBERSHIP BENEFITS

- Australia wide Membership of the Australian Dental and Oral Health Therapists' Association Inc.
- Representation and advocacy
- Peer Reviewed Journals – ANZJDOHT
- Continuing Professional Development
- Discounted registration to Conferences, seminars, workshops and events
- State & National Newsletters
- Regular E-Mail Bulletins
- Discount to cost of Dental Protection Indemnity Insurance
- Discount to cost of e-Den education online CPD
- Notification of job opportunities
- Employment register of members in private, public and education sectors
- Networking opportunities with other therapists & hygienists
- Alliances with similar industry groups
- Contribute to the shaping of Oral Health Care Services.
- Community information and liaison, raising awareness and promotion of oral health issues.

MEMBERSHIP FEES

Full membership- \$330

Graduate membership- \$165

Student membership- Free

Become a part of a progressive national representative body for Dental and Oral Health Therapists by joining ADOHTA today!

**FOR MORE
INFORMATION**

<http://www.adohta.net.au>



Dental Hygienists Association of Australia

The DHAA is a well recognised body that represents dental hygienists and oral health therapists in Australia, with the mission to support continuing development of oral health professions.

MEMBERSHIP BENEFITS

- 1) Free member meeting and CPD events
- 2) Free industrial relations advice
- 3) Advocacy for the profession
- 4) Collaborations with Local Partners
- 5) Regular communication about the profession
- 6) Support for special interest groups
- 7) Regular member surveys
- 8) International connections

MEMBERSHIP FEES

Full membership- \$230

Graduate membership- \$150

Student membership- Free

Being a member indicates your commitment to the profession of oral health and provides opportunities to network, mentor, lead and develop relationships with other oral health professionals.

Have a choice in your future and get involved with DHAA.

FOR MORE INFORMATION
<http://dhaa.info>

☐ THE FINAL CHECKLIST

BEFORE FINISHING UNI

- ☐ AHPRA registration

AFTER RECEIVING YOUR REGISTRATION NUMBER

- ☐ Indemnity insurance
- ☐ Medicare Provider Number
- ☐ Medicare Prescriber Number
- ☐ Radiation licence
- ☐ Consider ADA membership
- ☐ Keep track of your CPD points



Oral Health Hygienists/Therapists do not need a Medicare Provider or Medicare Prescriber Number. Also consider joining ADOHTA or DHAA (p. 28, 29).

BE PART OF SOMETHING Great



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