

FAIR WORK COMMISSION

Title of Matter:	Four yearly review of modern awards
Section:	s.156 -4 yearly review of modern awards
Subject:	Health Professionals and Support Services Award 2010
Matter Number:	AM2016/31

**SUBMISSIONS BY THE AUSTRALIAN DENTAL ASSOCIATION
AND THE AUSTRALIAN DENTAL PROSTHETISTS ASSOCIATION**

1. On 19 December 2019 the Commission issued a decision which determined that the List in Schedule C of the HPSS Award is to be indicative and that it was premature to determine whether any particular Health Professional occupations should not be covered by the HPSS Award. At the same time the Commission made directions for determining :
 - Which Health Professional occupations should not be covered by the HPSS Award.
2. The Australian Dental Association Inc. and the Australian Dental Prosthetists Association submit that their members, being dentists and dental prosthetists, who are employees should not be covered by the HPSS Award.
3. In this respect the associations have previously submitted that
 - a. The professions of dentists and dental prosthetists have traditionally been award free
 - b. the Award has never been intended to cover professions such as dentists and dental prosthetists;
 - c. The work of dentists and dental prosthetists is not of a similar nature to those listed in the schedule and recognised as being covered by the award;
 - d. The members of the associations who are employees do not seek to be covered by the HPSS Award;
 - e. there is no application to extend the coverage of the Award;

- f. there is no evidence to support extending the Award to include dentists and dental prosthetists;
- g. there have been no submissions as to how the coverage of dentists and dental prosthetists it is necessary to achieve the modern awards objective.
4. The Australian Dental Association Inc. and the Australian Dental Prosthetists Association have previously filed submissions, witness statements and other material in support of that position.
5. For the assistance of the Commission and the other parties, this document identifies the material already filed that the Australian Dental Association Inc. and the Australian Dental Prosthetists Association intend to rely on at the hearing of this issue.

Submissions

Document title, including link to FWC website	Paragraphs relied upon	Document date	Date uploaded
Australian Dental Association and another AM2016/31 - submission and witness statement	<ul style="list-style-type: none"> Submissions paragraphs 1-24, 30-46, 56-65, 71-80 	14 October 2019	15 October 2019
Australian Dental Prosthetists Association and another AM2016/31 - submission and witness statement	<ul style="list-style-type: none"> Submissions paragraphs 1-11 	14 October 2019	15 October 2019
Australian Dental Association AM2016/31 - submission in reply	<ul style="list-style-type: none"> Submissions paragraphs 42-79 	12 March 2018	21 March 2018

Document title, including link to FWC website	Paragraphs relied upon	Document date	Date uploaded
Australian Dental Association AM2016/31 - submission in reply - witness statements	<ul style="list-style-type: none"> Submissions paragraphs 19-102 	9 June 2017	13 June 2017

Evidence and other material

Document title, including link to FWC website	Document relied upon	Document date	Date uploaded
Australian Dental Prosthetists Association and another AM2016/31 - submission and witness statement	<ul style="list-style-type: none"> Witness statement of Jenine Anne Bradburn 	14 October 2019	15 October 2019
Australian Dental Association and another AM2016/31 - submission and witness statement	<ul style="list-style-type: none"> Witness statement of Eithne Mary Irving 	14 October 2019	15 October 2019
Australian Dental Association AM2016/31 - submission in reply - witness statements	<ul style="list-style-type: none"> Annexures A-J Witness statement of Eithne Mary Irving paragraphs 1-38, 73-91 and the Exhibit 	9 June 2017	13 June 2017

BRUCE MILES
Frederick Jordan Chambers
28 February 2020