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Sent: Thursday, 5 December 2019 3:55 PM

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Cc: Rachel Liebhaber <rachell@hsu.net.au>; Carol Tran <carol.tran@dhaa.info>; Bill Suen <bill.suen@dhaa.info>

Subject: AM2016/31 - Full Bench Proceedings 2 December 2019 - Dental Hygienists Association of Australia

Dear Vice President Catanzariti, Deputy President Booth and Commissioner Cambridge,

I write on behalf of the Dental Hygienists' Association of Australia with regard to the final verbal submission made by Ms L. Doust to the Full Bench on 2 December 2019 in Sydney on behalf of the Health Services Union.

The proceedings were adjourned immediately after Ms Doust had spoken. Accordingly, DHAA writes to clarify some errors made by the HSU with regard to their perception of the places of work of Dental Hygienists and Oral Health Therapists, as they pertain to the HSU Union Rules.

Ms Doust stated in her final submission in reply on 2 December 2019 that the Health Services Union's Rules, specifically clause 3, the Conditions of Eligibility for Membership permit membership of the HSU of Dental Hygienists and Oral Health Therapists in many industries across Australia.

Specifically, Ms Doust stated that eligibility was permitted by virtue of the following specific clauses of the HSU Rules which she handed up to the Full Bench and itemised in her verbal submission:

- 3A (a): This is not correct. Contrary to Ms Doust's submission, Dental Hygienists or Oral Health Therapists do not work in any of these establishments referred to in this clause and never have;
- 3A(b): Dental Hygienists or Oral Health Therapists do not work in any of the establishments referred to in this clause and never have.
- . 3A (c): Dental Hygienists and Oral Health Therapists do not work in any of these establishment and never have.
- . 3(d)(i) DHAA concedes that HSU has coverage of Dental hygienists in Tasmania **only by virtue of this single clause.**
- . 3(e) Dental Hygienists or Oral Health Therapists do not work in any of the establishments referred to in this clause and never have.
- . 3B: Dental Hygienists or Oral Health Therapists **do work in Universities** but are **specifically exempted from coverage** by this clause because the major and substantial portion of their employment is demonstrating to and/or instructing students.

DHAA concedes that HSU does have coverage of the two occupations **in private dental surgeries in Tasmania only**. As of June 2019, there were 24 dental hygienists and 22 oral health therapists registered in Tasmania. 31 of the Tasmanian cohort are members of the DHAA.

There were 1,453 dental hygienists registered in all of Australia and 1,898 oral health therapists (3,351 in total).

Therefore the Tasmanian contingent that the HSU is eligible to cover by virtue of their Rules (assuming that the Tasmanians all work in private dental surgeries) is only **1.4%** of the total registered cohort of the two occupations in Australia.

Therefore, in summary, Ms Doust's submissions re coverage of the Union's rules indicate a significantly flawed understanding of where and how Dental Hygienists and Oral Health Therapists work.

This is of concern to DHAA given the gravity of the outcomes of these Full Bench proceedings for the interests of DHAA members and their families.

Hence DHAA wished to respectfully bring this matter to the attention of the Full Bench before a final decision was made.

Regards,
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