



# ROYAL AUSTRALASIAN COLLEGE OF DENTAL SURGEONS

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Mutual Recognition Review  
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## Response Review of Mutual Recognition Schemes Productivity Commission Draft Research Report.

### INTRODUCTION

The Royal Australasian College of Dental Surgeons welcomes the opportunity to comment on this most recent consultation paper and the draft research report on the review of mutual recognition schemes.

To provide the Productivity Commission with some understanding of the purpose and function of the College within the dental profession, we refer you to the following brief outline.

The College was established in 1965 on the initiative of several entities including the Australian Dental Association to promote professional development in general dentistry. Examinations for Fellowship commenced in 1968.

Entry to the College is via a two-part Examination open to dentistry graduates throughout the world. These consist of the Primary Examination covering the basic dental and medical sciences and the Final Examination which assesses knowledge of General Dentistry and an elective area within dentistry. Success in the examinations leads to admission to the College and award of the qualification FRACDS, Fellowship of the Royal Australasian College of Dental Surgeons.

The Primary Examination of the College has become widely respected, and is used by a number of Universities as part of their entry requirements for students seeking to undertake postgraduate specialist dental programs (Masters and Clinical Doctorates).

The College is attracting a number of graduates from South East Asia, the Middle East and the Indian sub-continent. Examinations are now conducted in various regional centres

including Sydney, Melbourne, Adelaide, Perth, New Zealand, Hong Kong, Singapore and will this year include Malaysia for the first time. Approximately 160 candidates from 16 countries apply each year to sit the examinations. The College maintains a high standard of academic excellence and its examination is seen to be fair and impartial.

Fellowship in the General Stream of the College is recognised by dental registration authorities as a further qualification, but on its own, it does not gain registration to practise dentistry in Australia or New Zealand.

In 1972 the College introduced advanced level examinations, initially in Oral and Maxillofacial Surgery and later in Prosthodontics, Endodontics, Orthodontics, Periodontics, Paediatric Dentistry, Special Needs Dentistry and also Oral Medicine. These examinations lead to Fellowship in the particular specialty FRACDS(Special Field).

The advanced training in Oral and Maxillofacial Surgery has been accredited by the Australian Dental Council and the Australian Medical Council and on this basis is recognised by all dental registration boards throughout Australia. In addition, this specialist qualification is recognised by the federal government for the purpose of Medicare benefits. As from 1996 all candidates for this training must hold a medical degree registered in Australia or New Zealand in addition to a recognised dental degree.

The College is governed by a Council of 12 Fellows (including 2 regional councillors elected only by Asia and New Zealand respectively) who is elected for a two year term of office by the general membership. The education business of the College is undertaken by Fellows and non Fellows appointed to various boards and committees of the Council, supported by College staff in the College office located in Sydney.

The College has Regional Committees in NSW, Qld, Vic, SA, WA, NZ, UK, HK and Singapore, which are responsible for supporting candidates and holding regular scientific meetings. Convocation of the College, held every two years, is the principal scientific meeting and the main formal occasion of the College, including the induction ceremony for admission of new Fellows and Members.

The College has recently introduced a program for the new qualification Membership of the RACDS in both general practice and within the relevant specialty field. For dentists in general practice and it is based on involvement in a structured program of continuing education and associated written assessments and viva examinations over a two year period. For dentists in specialist practice or completing postgraduate studies in a specialist field the College recognises those individuals who have successfully attained their postgraduate qualification in that specialty

Further details are available on the College Web Site at <http://www.racds.org>.

The College wishes only to comment on one specific area of the draft report and therefore not all items have been addressed in this response.

### ***Variation in occupational standards are a source of friction***

The College notes that one avenue not currently open to regulators to remedy any perceived deficiency in standards is to impose ongoing training and professional development requirements on mutually recognised licensees. Even though such requirements may be applied to local registrants. The College also acknowledges that the Commission considers this an anomaly which goes against community interest and that it should be rectified when the MR Act and TTMR Act are modified.

As a College, we support the ongoing development of peer support and offer mentoring across general dentistry and all specialist fields to enhance clinical skills and evidence based practice.

Currently the College offers a comprehensive modular program for the general dentist in practice to assist with professional development across a number of specific areas. This may be of some opportunity for regulators to utilise a pathway within the College for improving standards in practice as identified.

The College would welcome further dialogue with the regulators should this model or elements of this model be appropriate in addressing these concerns. Please refer to the Appendix for an outline of the areas of study in the ten modules to be satisfactorily completed in the *MRACDS* Program.

The College has a strong philosophy for offering peer support and mentoring to its candidates, Members and Fellows which fosters proficiency through clinical experience. As such there needs to be a mechanism for awareness to all regulators that the above program may be of assistance where deemed appropriate.

Therefore the College would support Draft Recommendation 5.6:

***The mutual recognition legislation should be amended to make it clear that ongoing conditions or requirements for further training and ongoing professional development apply equally to all registered persons within an occupation, including those registered under mutual recognition.***

This is further suggested as a possible vehicle under “occupational equivalence conditions” where equivalence could be achieved by imposing conditions that make registration in the second jurisdiction contingent on the applicant possessing qualifications or experience that demonstrate competence in the relevant additional activities.

### **CONCLUSION**

The College thanks the Productivity Commission for the opportunity to comment on the draft Research Report and looks forward to reviewing any proposed review recommendations for Mutual Recognition Schemes in the future.

# APPENDIX

This outline serves as a guide to the range of subjects which might be covered in the related appropriate courses and associated reading for the MRACDS program.

The following eight modules are compulsory:

- Law and Ethics
- Risk Management and Jurisprudence
- Medical Emergencies
- Infection Control
- Pain and Pain Management
- Therapeutics in Dentistry
- Practice Management
- Diagnosis and Treatment Planning

## Law and Ethics

- Legal issues and jurisprudence
- The Dental Practice Act
- Records management - clinical and accounting
- Computerisation and auditing
- History taking
- Privacy Laws
- Infection Control

## Risk Management and Jurisprudence

- Risk Management
- Pretreatment assessments
- Case Selection: patient and dentist criteria
- Informed consent
- Private vs Public practice

## Medical Emergencies

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Basic sciences<ul style="list-style-type: none"><li>- Anatomy</li><li>- Physiology</li><li>- Pathology</li><li>- Pharmacology</li><li>- Microbiology</li><li>- Biochemistry</li></ul></li><li>• Advanced CPR<ul style="list-style-type: none"><li>- Airway management</li><li>- Foreign bodies</li><li>- Cardiac massage</li><li>- Monitoring techniques eg pulse</li></ul></li></ul> | <ul style="list-style-type: none"><li>• Common medical emergencies<ul style="list-style-type: none"><li>-Vaso-vagal Syncope</li><li>-Hypoglycaemia</li><li>-Cardio Vascular Arrhythmia (CVA)</li><li>-Angina and Acute Myocardial Infarct (AMI)</li><li>-Anaphylaxis</li><li>-Adrenal Suppression</li></ul></li><li>• Emergency drug kits<ul style="list-style-type: none"><li>- Basic pharmacological agents</li><li>- Administration</li><li>- Sublingual</li><li>- Oral</li><li>- Inhalation</li><li>- Subcutaneous</li><li>- Intramuscular</li></ul></li></ul> |
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- Intravenous

- Staff Training in medical emergencies
  - Induction and ongoing
  - Manuals

### **Infection Control**

- Surgery Design
  - Ergonomics
  - Surfaces
  - Sterilisation areas
  - Equipment selection and maintenance
  - Single use vs disposable
- Principles of Sterilisation
  - Microbiology-general and dental
  - Sterilisation procedures
  - Aseptic/antiseptic techniques
  - Private vs public dentistry
  - Surgical vs conservative dentistry
  - Cross infection control
  - Instrument tracking
- OH&S
  - Staff training
  - Practice manuals
  - Identifying key personnel
  - Regulatory requirements

### **Pain and Pain Management**

- Clinical presentation
- Differential diagnosis
- Scientific basis of pain, including
  - Biochemistry
  - Physiology
  - Neuroanatomy
  - Neurophysiology
  - Histopathology
- Diagnosis and Management, including
  - Pain of systemic origin
  - Orofacial pain
- Anaesthesia
  - Local
  - Sedation
  - General
- Training of Staff from reception to operatory

### **Therapeutics in Dentistry**

- Actions, side effects and interactions of medications
- Antimicrobials, antibiotics, anti-virals, anti-fungals
- Herbal and non prescribed medications
- Anti-inflammatories
- Analgesics
- Anaesthetics
- Fluoride
- Other mechanisms of caries control
- Mouthwashes
- Bleaching etc

## Practice Management

- Purchase and Disposal of a Practice
  - Valuations
  - Legal obligations
  - Choice of location
  - Squatting vs existing practice
- Surgery design
  - Ergonomics
  - IT
  - Cabinetry
  - Surfaces
  - Sterile vs non sterile areas
  - Equipment selection
  - Maintenance
  - Disposable vs single use
  - Stock control
- Patients
  - Environs: waiting room, bathroom
  - Surgery design
  - Reception and welcome: communication techniques, phone skills, scripted dialogue
  - New patient contact
  - Relationship building
  - The anxious patient
  - The difficult patient
  - Recalls
  - Cancellations
  - No shows
  - Complaints
  - Referring patients,
  - Follow ups
  - Informed consent
  - New patient information and confidentiality
  - Maintaining records
- Business of dentistry
  - Accountancy
  - Practice structures: trusts, service companies
  - Regulatory requirements
  - Taxation: personal, P/L, PAYG, FBT, GST, CGT
  - Managing BAS
  - Superannuation – staff
  - Superannuation – personal, self managed funds
  - Investing
- Employee Dentists
  - Methods of employment
  - Service contracts, Australian Work Agreements
  - Legal structures
  - Service companies
  - Remuneration
  - Responsibilities
- Human Resources
  - Hiring and firing
  - Choosing and managing a team
  - Employment awards
  - Contracts
  - Remuneration
  - Duties
  - Reviewing performance
  - Employer and employee responsibilities
  - Practice manuals
  - Induction of new staff
- Productivity
  - Marketing – internal and external
  - Appointment management
  - Case presentation and educating patients
  - Treatment planning and organisation
  - Managing patient financial agreements
  - Third party insurers
- Personal development
  - Health and well being
  - Life balance
  - Measuring success
  - Planning for the future

## **Diagnosis and Treatment Planning**

- Peer group contact
- Diagnostic techniques
- Occlusion
- Treatment planning
- Treatment outcomes
- Risk management

**Two of the following four electives are to be completed:**

- **Operative Dentistry**
- **Dentoalveolar Surgery**
- **Endodontics**
- **Periodontics**

### **Operative Dentistry**

- Materials – material science assessment and selection
- Case and Materials Selection
- Minimum Intervention
- Bonding- apex to crown
- Direct and indirect techniques

### **Dentoalveolar Surgery**

- Applied Science – anatomy, pathology, microbiology, pharmacology
- Diagnosis
- Management
- Procedural Treatment

### **Endodontics**

- Applied Science – anatomy, pathology, microbiology, pharmacology, neuroanatomy
- Indications
- Diagnostic techniques
- Treatment techniques

### **Periodontics**

- Applied Science – pathology, microbiology, pharmacology, immunology
- Criteria for case selection
- Therapy
- Interdisciplinary management
- Maintenance and outcome measurement

## **TRAINING OBJECTIVES**

Each of the ten modules which form part of the *MRACDS* has training objectives which are detailed below.

### **Law and Ethics**

On completion of the Law and Ethics module of the *MRACDS* program, candidates should be able to:

- Demonstrate a working knowledge of the laws and legal and clinical aspects applicable to general dental practice. This will include an understanding of the Dental Practice Act, Privacy Compliance requirements and Infection Control Guidelines.
- Ensure maintenance and audit of up to date clinical and accounting records.
- Demonstrate a commitment to ethical practices in dentistry.
- Apply ethical principles to professional dental practice.

### **Risk Management and Jurisprudence**

On completion of the Risk Management and Jurisprudence Module of the *MRACDS* program, candidates should be able to:

- Apply the principles of jurisprudence to the practice of dentistry.
- Prevent avoidable harm to patients and reduce risk in their dental practices.
- Demonstrate an understanding of medical indemnity issues.
- Demonstrate a sound working knowledge of patient management, case selection and assessment and informed consent.
- Demonstrate an understanding of aspects of private versus public practice.
- Ensure maintenance of up to date patient records.

### **Medical Emergencies**

On completion of the Medical Emergencies Module of the *MRACDS* program, candidates should be able to:

- Respond rapidly in an emergency and apply systematic principles of emergency management.
- Demonstrate an understanding of the basic sciences relevant to medical emergencies in general dentistry.
- Demonstrate an understanding of the contents of emergency drug kits for dental practice surgeries.
- Ensure staff are trained in the management of medical emergencies.

### **Infection Control**

On completion of the Infection Control Module of the *MRACDS* program, candidates should be able to:

- Demonstrate an understanding of the regulatory and clinical aspects of infection control issues applicable to the practice of dentistry.
- Develop infection control working protocols.
- Ensure surgery design, in particular in relation to OH&S and sterilisation, is of a high standard and in keeping with requirements.
- Demonstrate an understanding of the principles of sterilisation.
- Demonstrate an understanding of occupational health and safety issues.
- Remain up to date in relation to infection control requirement developments.



## **Pain and Pain Management**

On completion of the Pain and Pain Management Module of the *MRACDS* program, candidates should be able to:

- Perform a patient assessment and formulate a plan which reduces the risk of an emergency occurring during patient care.
- Demonstrate a working knowledge of the use of local anaesthesia.
- Demonstrate an understanding of the scientific basis of pain and pain control in clinical hygiene practice.
- Safely practise pain control techniques.
- Ensure staff are trained in the use of pain management techniques as appropriate to their positions.

## **Therapeutics in Dentistry**

On completion of the Therapeutics in Dentistry Module of the *MRACDS* program, candidates should be able to:

- Demonstrate an understanding of a range of medications and other therapeutic treatments, including antimicrobials, antibiotics, anti-virals, anti-fungals, herbal and non-prescribed medications, anti-inflammatories, analgesics, anaesthetics, fluoride, mouthwashes and bleaching.
- Demonstrate the capacity to assess the actions, side effects and interactions of various medications and therapeutic treatments.

## **Practice Management**

On completion of the Practice Management Module of the *MRACDS* program, candidates should be able to:

- Demonstrate an understanding of the legal and professional obligations and reality of managing/owning a dental practice.
- Establish a practice, employ staff, and ensure appropriate design is in place.
- Demonstrate an understanding of the legal, financial and administrative requirements and systems associated with practice management.
- Use professional debt and financial planning skills.
- Demonstrate an understanding of general human resource and management issues.
- Demonstrate an understanding of operations/systems management in a dental practice.
- Demonstrate an understanding of the benefits of personal development.

## **Diagnosis and Treatment Planning**

On completion of the Diagnosis and Treatment Planning Module of the *MRACDS* program, candidates should be able to:

- Demonstrate an understanding of the philosophy of total oral health care for each patient and the interactions of the GDP with specialists in overall treatment plan for the individual.
- Demonstrate the capacity to communicate about clinical cases with other health professionals/providers.
- Demonstrate the capacity to communicate with the patient about their oral health status, treatment options and potential outcomes.

## ***Electives (Choice of 2)***

### **Operative Dentistry**

On completion of the Conservative Restorative Dentistry Module of the *MRACDS* program, candidates should be able to:

- Demonstrate a sound understanding of the principles and current issues applicable to Conservative Restorative Dentistry.
- Demonstrate an understanding of patient assessment, treatment planning, treatment procedures and transitional treatment planning concepts in Conservative Restorative Dentistry.
- Plan and provide clinical services applicable to Conservative Restorative Dentistry in a general dental practice.

### **Dentoalveolar Surgery**

On completion of the Dentoalveolar Surgery Module of the *MRACDS* program, candidates should be able to:

- Demonstrate a sound understanding of the principles and current issues applicable to Dentoalveolar Surgery in particular anatomy, physiology, microbiology and pharmacology.
- Demonstrate an understanding of patient assessment, treatment planning, treatment procedures and transitional treatment planning concepts in Dentoalveolar Surgery.
- Plan and provide clinical services applicable to Dentoalveolar Surgery in a general dental practice.

### **Endodontics**

On completion of the Endodontics Module of the *MRACDS* program, candidates should be able to:

- Demonstrate a sound understanding of the principles and current issues applicable to Endodontics, in particular anatomy, pathology, microbiology, pharmacology and neuroanatomy.
- Demonstrate an understanding of patient assessment, treatment planning, treatment procedures and transitional treatment planning concepts in Endodontics.
- Plan and provide clinical services applicable to Endodontics in a general dental practice.

### **Periodontics**

On completion of the Periodontics Module of the *MRACDS* program, candidates should be able to:

- Demonstrate a sound understanding of the principles and current issues applicable to Periodontics, in particular pathology, microbiology, pharmacology and immunology.
- Demonstrate an understanding of patient assessment, treatment planning, treatment procedures and transitional treatment planning concepts in Periodontics.
- Plan and provide clinical services applicable to Periodontics in a general dental practice.