

# ADANT NEWS

AUSTRALIAN DENTAL ASSOCIATION | NORTHERN TERRITORY



## **TEDDY BEARS PICNIC**

Bringing oral health promotion to the Darwin public

## **CHRISTMAS TRADE SHOW**

The largest trade show on the NT calendar takes on some Wild West flair

## **ALICE SPRINGS STUDY CLUB**

Orthodontic insights from the Red Centre

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# CONTENTS

<b>President's Message</b>	<b>5</b>
<b>Orthodontic Insights</b>	<b>7</b>
<b>Staining and glazing workshop</b>	<b>9</b>
<b>Cracked Teeth Study Club</b>	<b>11</b>
<b>Teddy bear's picnic</b>	<b>12</b>
<b>Christmas Conference &amp; Trade Show</b>	<b>15</b>
<b>DR Nomikos Rakkas</b>	<b>18</b>
<b>Are your employees quiet quitting</b>	<b>22</b>
<b>chuckles with Chappie</b>	<b>24</b>



Present

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## PRESIDENT'S MESSAGE

### Workforce shortages

Happy New Year to all our valued members! As my first address as President I first wanted to thank our Immediate Past President, Dr Emma Neibling, for steering our organisation through the challenging times over the past two years which has allowed us to maintain our position as a member-focused organisation which provides the best CPD in the Northern Territory.

In our last issue, we announced an exciting update for our website and can now officially say it is fully operational and will become home to all your needs as an ADA member. Here you will not only be able to access and control everything for your Federal ADA account but also be able to register for our CPD events. We can now also send you a digital CPD certificate and automatically log your CPD hours to your CPD logbook. We also encourage you to also check out our history page which pays homage to the fantastic leaders who helped establish and grow our organisation to where it is today. You can check it all out at [ada.org.au/nt](http://ada.org.au/nt)

Our annual Christmas Conference & Trade Show was once again a phenomenal success. Our headline speaker Prof Laurie Walsh truly educating us on how technology can truly enhance our dental practice to make it Better, Faster and Stronger! I want to thank our sponsors once again for their amazing support; they continue to help us put together one of the best trade shows in the country. It was also great to see all our members and their staff at our Wild Wild West cocktail party at the Turf Club in their best cowboy and cowgirl outfits!

We are excited to have Dr Emilija Jensen as our guest speaker for the upcoming Bombing of Darwin Commemorative Lecture happening on Saturday 17th February 2024. Dr Jensen is a paediatric specialist based in Adelaide who is also undertaking a medical degree and PhD simultaneously to pursue a future career in oral and maxillofacial surgery. Do keep your ears and eyes peeled for the event details as this is a lecture you don't want to miss!

Regarding advocacy by the ADA, you may have seen that the major focus of 2023 has been on payroll tax as well as the Senate Enquiry into the Provision and Access to Dental Services in Australia. In relation to payroll tax, we have yet to receive notice from the Territory Revenue Office ruling out the implementation of payroll tax changes like Tasmania and WA. However, we are confident through good relations and communication with the Office of the Chief Minister that the NT Revenue Office does not specifically target medical centres or dental practices in its tax compliance program. The Senate Enquiry was a great example of how the power of ADA advocacy on a federal level can lead to better oral health outcomes for Australians. You can view the whole report [here](#).

I would like to thank all our members for your continued support as it is this unity which allows us to continue being the best organisation for dentists. Without our membership, we would not be able to run the successful CPD programs we do. Most importantly, this successful effort is never a one-person show and I give my heartfelt gratitude to our phenomenal executive and councilors for their hard work throughout the year.

*Kaejenn Tchia*



# Southern EDGE



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# ORTHODONTIC INSIGHTS FROM THE RED CENTRE

I was at an ADA NT meeting and we were discussing study clubs and potential speakers when someone looked over to me and asked if I would give a talk on orthodontics. Without hesitation, I said "ok," even though the last time I'd spoken in front of an audience was 22 years ago at the presentation of my dissertation.

The venue was to be Alice Springs, the subject "interceptive orthodontics," and the audience a group of dedicated and enthusiastic dentists in Central Australia.

Interceptive orthodontics has a vital role in the overall orthodontic care of a patient. In my 22 years of experience in orthodontics, I have seen so many of the permutations on what happens when early intervention is carried out and when it isn't.

On Saturday 21 October, we discussed when and how to plan for elective extractions of both deciduous and permanent teeth, balancing and compensating extractions, in particular in cases when first permanent molars have a compromised prognosis. The role of space maintainers in interceptive orthodontics and the various methods were discussed. Arch development in narrow and constricted archforms by means of a simple removable expander or utilising a fixed maxillary expander and the ideal timings to achieve maximum impact. Anterior crossbites were another aspect of malocclusions that when treated early, would not only simplify or negate the need for future orthodontics, but has enormous psychological benefits for the patient from the improved aesthetics during

the formative years of a child's development. This could be achieved with a removable appliance or a sectional fixed appliance.

The big topic of the evening was ectopic canines. We talked about monitoring overall dental development clinically and radiographically, what to look out for, including identifying the position of the canines using the parallax rule as a simple method that can be carried out in most clinics. Evaluating the position of the ectopic canine and classifying its prognosis is extremely pertinent in formulating an ideal treatment plan for the patient.

It was encouraging to hear the enthusiasm of the audience in wanting to get involved in providing early interventive orthodontic treatment, especially in a remote location where specialist orthodontic services are limited. And if they are able to do so, it would be of huge benefit to the local communities in and around Alice Springs.



**Dr. Yann Taddei**  
ADA NT Councillor

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# STAINING AND GLAZING WORKSHOP

The ADANT collaborated with Ivoclar Vivadent to present an all-day ceramics course on Saturday 9 September. We welcomed 12 of our members for a day of lectures and a hands-on workshop with master ceramicist Jim Ruddy that addressed systematic and coordinated approaches to successfully providing chair-side aesthetic CAD/CAM indirect restorations.

It was a fantastic day learning about the latest advancements in high and low strength ceramics and how to select the right cementation protocol to give the best aesthetic results for our patients. Most importantly, the hands on component was very practical as participants were able to develop skills in creating surface texture as well as polishing and staining techniques to truly make a ceramic restoration mimic a natural tooth.



Scan here to see upcoming NT events

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# EMERGENCIES IN ORAL SURGERY

by Sophia Richardson



The ADANT were delighted to host eminent Melbourne-based oral and maxillofacial surgeon, Dr Sophia Richardson, who presented a lecture on all things OMS on Friday 7 July.

She highlighted her interest in orthognathics and touched on preventing and managing the complications of dentoalveolar surgery to a full house of ADA members. We later had the pleasure to chat to Sophia about her experiences over a post-lecture dinner at the Sailing Club.

# CRACKED TEETH STUDY CLUB

On Thursday 22 June 2023, we held our 'classic' style study club on Cracked Teeth. A topic that plagues us all and was the reason I chose cracked teeth to focus a whole study club on. We had a great turn out of about 18 people, with varying skill and experience levels – which is ideal for these styles of study clubs. We focused on different videos, audio and journal articles for an over-view on the topic and research on different management techniques. We discussed individual cases we were having trouble and got feedback and advice from those attending on how they would approach certain cases. We hope to run more of these 'classic' style of study club in 2024 to continue to support and learn from each other.



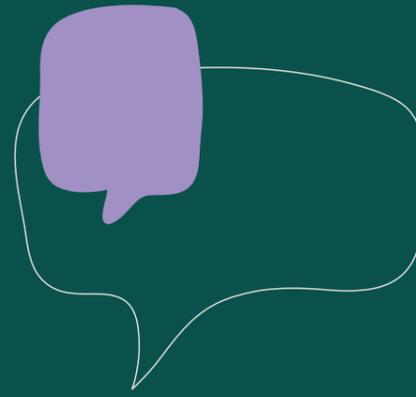


## TEDDY BEAR'S PICNIC

Our 2023 Dental Health Week celebrations concluded on a high note on Sunday August 13, with the annual Teddy Bear's Picnic. Many children, families, and teddy bears joined us at the Darwin Esplanade for a day of oral health promotion through games and key messages to make for a healthy smile. This year's theme was "Mind, Body, Mouth – It's All Connected", serving to create conversation around the link between oral health and systemic health. We are grateful for Colgate's generous donations of Bluey toothbrushes and toothpastes – they were such crowd pleasers!

The ADA NT team were joined by James Cook University final year dental students, Shenali and Shivai, who we kindly thank for their contributions towards a day enjoyed by all. This is a highlight on our social calendar, and we look forward to the 2024 event!





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# CHRISTMAS CONFERENCE AND TRADE SHOW



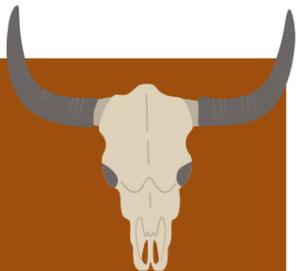
This year, our Christmas Conference and Trade Show was held on Saturday 25th November 2023 at the Double Tree Hilton Darwin Esplanade. Our theme was "Harder, Faster, Stronger: How technology is enhancing dental practice".

The professional development event featured a comprehensive and informative all-day lecture series by Professor Laurie Walsh. The lecture series covered various topics, ranging from infection control, managing haemostasis with curing lights, silver fluoride formulations, enhancements in dental bleaching, lasers in dentistry and much, much more.

The event also included the largest trade show of the NT calendar. Thank you to our sponsors who attended the event and shared their products: Dentsply Sirona, DPL, NSK, Southern Implants, Andent, Geistlich, Henry Shein Halas, Ivoclar Vivadent, SDI, NAB, Medfin, Dentavision, Align Tech, BOQs, Byron Medical and Curaprox.



## Wild West Cocktail function



After a fantastic and informative full day of lectures with Professor Laurie Walsh, we put our best wild west costumes on and headed to the annual Christmas cocktail function at the Darwin Turf Club for a night of laughter, mingling, good food, flowing beverages and even line dancing lessons led by our very own Hannah McVinish. The theme for this year was Wild West and it was wonderful to see all of our members get into the theme. The star costumes were taken by Erica and Chris, who braved the Darwin humidity, and came as a cow in a full cow onesie complete with face paint, and as a cowboy with his own inflatable horse, respectively. A huge thank you must be issued to Emma Neibling for her expert assistance with organising and decorating for the event - we'd be lost without her! The event was a huge success and welcomed the whole dental team. It was a great opportunity to celebrate another year around the sun in the NT dental community. Thank you to all who attended!



# DR NOMIKOS RAKKAS

A mainstay of ADANT for over a decade, Nomikos is a busy practice owner, and past Branch President and member of Federal Council. Here he reflects on his time serving the ADA and the rewards of being involved with his professional association.

## What inspired you to be part of ADA?

Well, dentistry can be a very lonely profession...

I graduated from university and began working in private practice at Absolute Dentistry in Darwin City in January 2012. In my first year out, I attended local ADANT events with my practice colleagues and really enjoyed the networking that came with it. I thought to myself as one of the new faces at the time, 'how do all these dentists seem to know each other so well?'. I watched as everyone in the crowd laughed and chatted with one another so freely like old friends; sharing patient stories, clinical tips and compared practice styles. The dental community of the Northern Territory was alive in that moment for me. It was warm, welcoming, supportive, diverse and I loved it.

But despite being a true Northern Territorian myself, for a moment I felt alone in this new landscape. I was surprised when, very quickly people approached me and introduced themselves. As it turns out, it was very easy to mix with this group and before too long I began to really appreciate the dynamics of the Northern Territory dental landscape and just how much Territory Dentists truly care for professional development, each other and the Oral Health of Territorians.

This was not a bunch of pompous, protectionist, egomaniacs but rather an amazing group of people, whom I could now call friends that epitomised what I believed dentists should be. People that care. A group of normal people like me, who wanted to be better and whom I was inspired to support and be part of. This to me was the face and the life of ADA.

Few people at this point would simply dive into joining ADANT Council like I ended up doing, let alone being involved at all levels over many years. I was no exception.

I moved practice in 2013 to begin work at Laser Dentistry with the wonderful Dr Ean Ong. Ean had been involved in ADANT for many years and spoke very fondly about it, with lots of energy and enthusiasm. For anyone who has met Ean, this would be no

surprise as he is as driven as a person can get, with bottomless vitality, determination, and passion.

When I once briefly mentioned my curious interest in getting more involved in ADANT events he eagerly emboldened the idea and brought me along to an ADANT committee meeting.

10 years later. The rest is history and a series of great memories with many new friends.

Dentistry can be a very lonely profession. But it doesn't have to be.

## What have been some highlights of your time on ADA Federal Council?

I was involved in the Federal Council board room for several years. Early in my time on the ADANT Committee the current Federal Councillor at the time Dr Jeff Swann was occasionally unable to attend. It was felt at the time that having a NT seat at the table was important and so a proxy was required, which was allowed at the time. Lo and behold, I put my hand up for it.

I attended several Federal Council meetings in lieu of Dr Swann with the blessings of ADANT over a few years. Albeit the truth is that I was the only option ADANT Council had with our small volunteer board. Still, I was extremely grateful for the opportunity and promised to give it my all.

I look back on the experience now and think of it as a baptism of fire; a memory I will never forget. No doubt I was a very eager but both a grossly unprepared and in-experienced replacement for Dr Swann. I tried hard in that role, but I now know I genuinely had no idea what I was doing. I'm sure this was obvious to the other Federal Councillors, but they were nothing but supportive and encouraging.

Regardless, the experience did force me to grow, and it allowed me to bring a completely unique perspective to the table, even though I didn't say much in the early days. At the time almost all



the Federal Councillors had been involved with ADA for 10-20 years on average and had been on the seat of Federal Council for many years. They lacked diversity and young perspective, and they knew it. This trend of change fortunately flourished within the boardroom over time as growth and progress was embraced.

Looking back now, it's amazing and makes me very proud to see how far Federal Council has come with all the adaptations that have occurred over those years especially knowing many of the challenges that were faced, and the battles fought behind closed doors.

The members of Federal Council were always the most passionate ADA and dentistry loving people you could ever meet, more than most people can comprehend. It has always and will always be a labour of love from those who run our beloved ADA. Being among those incredible people and working with them has truly been an experience that has helped shape the foundation of who I am today.

I always found it inspirational that despite the challenges faced by the organisation and whether it was in a state of agreement, disagreement, progress, roadblock, turmoil, or disarray; there has always been incredibly trustworthy and motivated people behind the helm steering the ship to safety. Selfless leaders who believe in our profession and our ADA. A series of great people who after years of service I can now proudly call my friends.

## What is next for you since the changes in structure of the Board (previously known as Federal Council)?

The change in board structure has come at a convenient time for me.

After 10 years of service to ADA and after becoming a father to a beautiful girl early in the year I am excited to take a step back from ADA to refocus my priorities.

It is important to let new ideas and perspectives flow but being in a position for too long can be stifling to an organisation. There comes a time where the right thing to do is step aside.

I love ADA and will be forever grateful for what it has given me. I certainly got more out of it than I put into it. I am very proud of the impact I have made to the organisation over the years I have been involved.

It's all about leaving a proud legacy for the next generation to carry and I feel my time is up.

For now.



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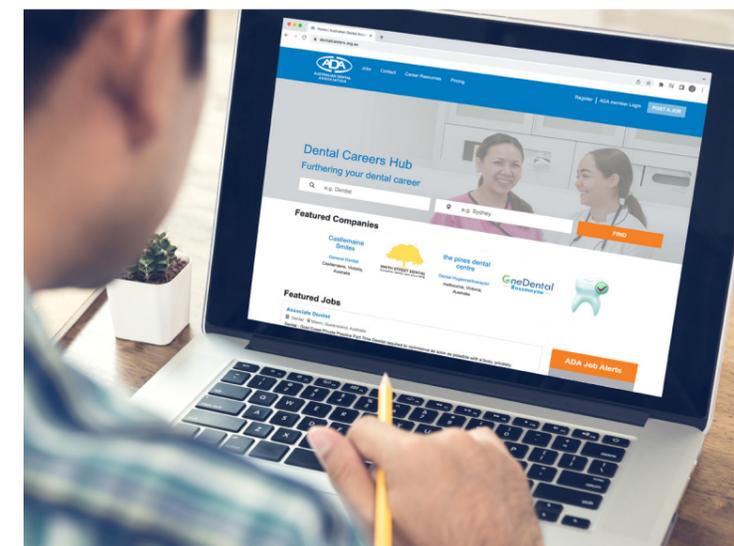
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[ada.org.au/hr](http://ada.org.au/hr)

You can either check the resources online or call on 1300 232 462 between 8.30am and 6pm AEST Monday to Friday or email [hrhotline@ada.org.au](mailto:hrhotline@ada.org.au)



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# ARE YOUR EMPLOYEES QUIET QUITTING

## AND WHAT CAN YOU DO TO ADDRESS IT?

To operate a successful dental practice, owners must ensure that they are fostering a positive working environment. In the absence of a positive working environment, there is potential for an increase in resentment and dissatisfaction, both of which are common triggers for an employee's 'silent resignation'.

Silent resignations or 'quiet quitting' can be detrimental for practices, particularly because they promote unproductivity. Therefore, within this article we will unpack the tell-signs of silent resignations and strategies that you can employ to address or prevent them so that you are well equipped moving forward.

### Recognising Silent Resignations:

'Silent resignations' are when employees detach or disengage from their work but choose not to openly disclose this. The subtle signs of detachment or disengagement can be difficult to detect, particularly within a practice's busy environment, however it is integral that practice owners remain vigilant as silent resignations often hinder morale and worsen productivity.

Therefore, we encourage practice owners to familiarise themselves with the following silent resignation indicators:

- **Decreased Productivity:** A sudden or gradual decline in the number of patients treated and/or the quality of services delivered may signal disengagement.
- **Lack of Initiative:** If an employee demonstrates a lack of initiative, proactivity or drive to achieve certain tasks or goals, they may be quietly detaching or disengaging from their work.
- **Increased Absenteeism:** Frequent unexplained absences or spikes in sick leave could indicate that the employee is experiencing dissatisfaction. Please remember that occasional absences are normal, however pattern absences may suggest there is a deeper issue.
- **Limited Communication:** If extroverted team members that usually make active contributions to the team now appear introverted, quiet and/or reserved, this may be signalling

that they have lost interest in the work that they perform or the practice that they are employed at.

- **Decline in the Quality of Work:** When employees dislike their working environment and/or the services that they deliver, naturally the quality of their work will decline. Hence, if the practice reports a greater number of errors or oversights, this may be indicative that an employee(s) has detached themselves from the services that they deliver.

### Addressing Silent Resignations:

Once a silent resignation has been identified, it is crucial that proactive steps are taken to address the underlying issues causing it.

Such proactive steps can include, but are not limited to, the following strategies:

- **Regular Check-Ins:** Practice owners should schedule regular one-on-one check-ins with each staff member. These check-ins will act as a safe space for the staff member, where they are able to openly communicate, express their concerns, disclose their challenges, and share feedback. Attaining this information will allow practice owners to be more informed of and involved in the management of staff.
- **Employee Surveys:** Distributing an anonymous employee survey will ensure that staff honestly comment on their work environment, internal practices, and their overall job satisfaction. These survey results will guide practice owners in targeting inefficient, problem areas of their business.
- **Professional Development Opportunities:** If there are no career advancement opportunities at the dental practice, employees are likely to be de-motivated. De-motivated employees often care less about the work that they output which has negative implications for the practice and its patients. Hence, offering staff with opportunities to professionally grow and develop, such as through workshops, training sessions and modules, will ensure that they remain stimulated and engaged.

- **Recognition and Appreciation:** Regular acknowledgement enhances morale and creates a positive corporate culture where employees feel valued and appreciated. Practice owners should consider implementing an employee recognition program, such as an 'employee of the month' award, that celebrates staff achievements and milestones.
- **Flexible Work Arrangements:** Practice owners should explore flexible work arrangements with eligible employees to ensure that they have a greater work-life balance.
- **Address Workplace Conflicts:** When workplace conflicts are left unresolved, this can lead to disengagement. Therefore, practice owners should promptly investigate and resolve any internal issues that may be causing tension in the team.
- **Create a Positive Work Environment:** Create a working environment where employees feel comfortable, included, respected and empowered.

### Preventing Silent Resignations:

To prevent silent resignations, practice owners should implement strategies that create a positive, stimulating workplace where employees feel motivated and engaged.

Strategies that can be utilised to achieve this include, but are not limited to:

- **Transparent Communication:** By allowing your staff to partake in decision making or to provide feedback on changes, updates or future plans, they feel acknowledged and included in determining the practices goals and direction moving forward.

- **Employee Development Plans:** By creating a unique development plan with each employee, that aligns their career goals with that of the practices, this demonstrates the practices commitment to their growth and professional development.
- **Work-Life Balance:** Positively contributing to an employee's work-life balance, by encouraging reasonable working hours and providing support for time off when needed, employees are likely to have greater overall job satisfaction.
- **Team Building Activities:** Practice owners should regularly organize team-building activities to strengthen the relationships between staff members. When staff members trust one another, this has inexplicable benefits for the practices working environment.
- **Wellness Programs:** Aiding your staff through physical, mental and/or emotional difficulties via counselling services, regular one-on-one catchups or stress-management workshops will ensure that they feel acknowledged and supported opposed to overlooked or frowned upon.

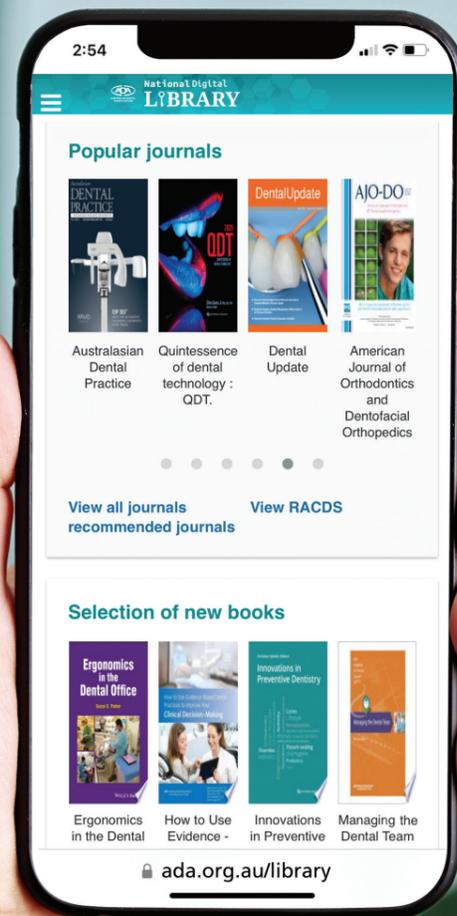
By recognizing the silent resignation tell-signs, being proactive, and implementing preventative strategies, practice owners can create a positive work environment that retains talented, committed staff members.

For more information on this article please call the ADA HR Advisory Service on 1300 232 462.



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# CHUCKLES WITH CHAPPIE



### German Soccer Players

Two German friends are great soccer enthusiasts. One day, Gunter and Helmut had a drink down at the pub and the conversation came up that they wondered whether they will play soccer in heaven. One of them said, "Well we should make a pledge that if one of us dies, they must come back and tell the other person whether or not they play soccer in heaven."

True enough, three days later Gunter had a fatal car accident. Helmut was very sad that he had lost his drinking partner and fellow soccer enthusiast. Frankly he was devastated.

That night, Helmut had a dream, and in his dream was his late friend Gunter. He was very happy to see him and said, "Oh wow, that's great that you are here. Do you remember the pledge that we made to each other? Tell me, do they play soccer in heaven?" "There is good news and bad news," Gunter replied. "The good news is that they do play soccer in heaven."

"So what's the bad news then?" Helmut asked.

Gunter replied, "The bad news is that they are having a game of soccer in heaven tomorrow, Grand Finals. Guess who is the goalkeeper? YOU!!!"

### Bob Hawke's Plane

Bob Hawke was travelling on his campaign trail to Taree. Also travelling on a plane, were a young hippy and a holy priest. Halfway through the flight, the pilot discovered that the plane had a severe engine problem.

"Unfortunately there are only three parachutes on this plane," the Captain stated. "As I am the Captain and will need to report to the DCA (Department of Civil Aviation), I need a parachute." And with that he grabbed the parachute, opened up the cockpit door and jumped out.

Then Bob Hawke said, "I am the President of the Union Movement ACTU. I look after the welfare of workers across Australia. I also might soon be the next Prime Minister of Australia and I am the smartest man in Australia. Therefore, I certainly deserve a parachute." With that he grabbed that parachute and jumped out of the plane.

Now the priest and the hippy were left with just one parachute. The priest said, "Look son, I have lived a long and wholesome life. You take the last parachute and be on your way. God will look after me in heaven."

The hippy replied, "Hey father, what are you talking about? There are two parachutes. The cleverest man in Australia just jumped out of the plane with my knapsack!"



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