



# **Canadian Dental Assistants Association Salary and Benefits Survey 2013**

Final Report

March 26, 2014

**Confidential**



## Overview

---

The 2013 Salary and Benefits Report is the third in a series designed to facilitate comparisons of compensation and benefit with others having a similar profile of work setting and environment, geography, professional training and experience. Readers who are considering the impact of additional training, years of experience or working in another location might also find the report to be useful for them.

The results are based on the responses of 7,443 members of the participating organizations representing 36% of those surveyed. Overall results are accurate to within less than 1%, 19 times out of 20.

The report draws a picture of respondents' work situations and environments, personal and professional profiles, wages and benefits.

Readers are provided with bookmark navigation to zoom in on the results that are of most interest to them. The pages of this file are divided in two. The left-hand side presents "bookmarks" that can be used to take you directly to specific pages in the document. For example, readers can focus in on the results for their province, years of experience, education or specialty. Clicking on the triangle beside the bookmarks will "open them up" and provide a more detailed set of bookmarks for the section.

If you have had no experience with this type of navigation, give it a try and become comfortable with it before going on.

### **Participant Profile**

- Dental assistants are in demand with an overall unemployment rate of 3.7%. This is about the same as the 3.6% rate in 2009 but up from 2.5% in 2011.
- Sixteen percent of respondents work in more than one office.
- Between 30% and 69% of respondents receive annual performance or salary reviews, or have negotiated a raise with their employer. Depending on the type of review, between 22% and 39% have not, but would like to.
- Nineteen percent of respondents share their job with another dental assistant. Of those who job share, 68% do so by choice; 32% job share but it is not their choice.
- As in 2011, three-quarters of respondents work full-time. A fifth work part-time, with 3% acting as relief or temporary dental assistants.
- According to the results of this survey, full-time employment can start at 30 hours per week and go beyond 40 hours. For most respondents, part-time employment means 30 hours per week or less.
- Sixty-nine percent of respondents in clinical practice described themselves as a chairside assistant. However, this varies with general, specialty or combined work settings.

### **Wages**

- Wages are up from a national average of \$23.25 in 2011 to \$23.97 per hour in 2013; median hourly compensation has increased from \$22.25 to \$23.00.
- The average hourly wage for all respondents working in private practice varies between \$22.69 and \$24.92 per hour. Work setting, years of experience, geographical location and employment position significantly impact compensation.
- In most cases, advanced training is associated with higher wages.

### **Benefits**

- All respondents working in dentistry reported receiving one or more benefits, either from their employer or from another source.
- Dental benefits — for respondents and their families — continuing education, pay bonus and a gift of appreciation are the most common employer provided benefits.

### **Personal and Professional Issues**

- Almost half of the respondents (45%) plan to stay in the profession for more than 10 years; 28% will have to be replaced by new recruits over the next five years.
- In general, respondents like their profession and work environment.
- Advanced training is motivated primarily by personal and professional development, and the chance to do more interesting work. Time, effort and cost are factors that discourage additional training.

## Table of Contents

---

Introduction.....	1
Canadian Dental Assistants Association .....	1
Salary Surveys.....	1
Method.....	1
Survey Instruments .....	1
Data Collection.....	2
Participating Organizations .....	2
Methods .....	2
Statistical Indicators .....	3
Average and Median .....	3
Data Analysis.....	3
Hourly Wage.....	3
Work Settings .....	4
Data Presentation.....	4
Study Limitations and Interpretation.....	5
Results.....	6
Response Rate and Responses .....	6
Overall Rate .....	6
Response by Province .....	6
Methodological Note .....	6
Work Situation .....	8
Employed in Dentistry.....	8
Primary Work Settings .....	9
Not Employed in Dentistry .....	11
Unemployment Rate .....	11
Months Seeking Employment .....	11
Reasons for Not Seeking Employment.....	11
Work Environment.....	12
Number of Years Working in Current Primary Office .....	12
Reviews .....	12
Job Sharing .....	13
Time at Work in Dental Office .....	14
Professional Profile .....	15
Current Employment Status.....	15
Business or Office Manager.....	16
Designation or Professional Credentials .....	16
Training .....	17

---

Orthodontic Module .....	17
Prosthodontic Module.....	17
Periodontal Screening and Recording Course (PSR) .....	17
Personal Profile .....	18
Age .....	18
Hourly Wage.....	19
Work Setting .....	19
Job Sharing .....	20
Full-Time, Part-Time, Relief .....	20
Hours Worked per Week.....	20
Office Manager.....	21
Employment Position .....	21
Year of Graduation .....	22
Training Modules .....	22
Age .....	23
Years in the Current Office .....	24
Province.....	24
Reviews .....	25
Adjustments .....	26
Overtime.....	27
Dental Assistant Functions.....	28
Benefits .....	28
Other Benefits.....	30
Personal and Professional Issues .....	31
Years to Stay in the Profession.....	31
Reasons to Leave the Profession .....	31
Reasons for a Second Employment.....	32
Reasons to Like the Profession .....	32
Costs and Benefits of Advanced Training .....	33

Appendix A Results by Province .....	34
Alberta .....	35
Hourly Wages .....	35
Work Setting .....	35
Job Sharing .....	36
Time at Work.....	36
Hours Worked per Week.....	36
Wages in the Business Office or Office Managers .....	37
Employment Position .....	37
Year of Graduation .....	38
Orthodontic Module .....	38
Prosthodontic Module.....	38
Scaling or Limited Scaling Course .....	38
Periodontal Screening and Recording Course.....	39
Age .....	39
Years in the Current Office .....	39
Benefits .....	40
Annual Licence Fee .....	40
Benefits by Source .....	40
Other Benefits.....	42
Saskatchewan .....	43
Hourly Wages .....	43
Work Setting .....	43
Job Sharing .....	44
Time at Work.....	44
Hours Worked per Week.....	44
Wages in the Business Office or Office Managers .....	45
Employment Position .....	45
Year of Graduation .....	46
Orthodontic Module .....	46
Prosthodontic Module.....	46
Scaling or Limited Scaling Course .....	46
Periodontal Screening and Recording Course.....	47
Age .....	47
Years in the Current Office .....	47
Benefits .....	48
Annual Licence Fee .....	48
Benefits by Source .....	48
Other Benefits.....	50

Manitoba .....	51
Hourly Wages .....	51
Work Setting .....	51
Job Sharing .....	52
Time at Work.....	52
Hours Worked per Week.....	52
Wages in the Business Office or Office Managers .....	53
Employment Position .....	53
Year of Graduation .....	54
Orthodontic Module .....	54
Prosthodontic Module.....	54
Scaling or Limited Scaling Course.....	54
Periodontal Screening and Recording Course.....	55
Age .....	55
Years in the Current Office .....	55
Benefits .....	56
Annual Licence Fee.....	56
Benefits by Source .....	56
Other Benefits.....	58
Nova Scotia .....	59
Hourly Wages .....	59
Work Setting .....	59
Job Sharing .....	60
Time at Work.....	60
Hours Worked per Week.....	60
Wages in the Business Office or Office Managers .....	61
Employment Position .....	61
Year of Graduation .....	62
Orthodontic Module .....	62
Prosthodontic Module.....	62
Scaling or Limited Scaling Course.....	62
Periodontal Screening and Recording Course.....	63
Age .....	63
Years in the Current Office .....	63
Benefits .....	64
Annual Licence Fee.....	64
Benefits by Source .....	64
Other Benefits.....	66

New Brunswick.....	67
Hourly Wages .....	67
Work Setting .....	67
Job Sharing .....	68
Time at Work.....	68
Hours Worked per Week.....	68
Wages in the Business Office or Office Managers .....	69
Employment Position .....	69
Year of Graduation .....	70
Orthodontic Module .....	70
Prosthodontic Module.....	70
Scaling or Limited Scaling Course .....	70
Periodontal Screening and Recording Course.....	71
Age .....	71
Years in the Current Office .....	71
Benefits .....	72
Annual Licence Fee .....	72
Benefits by Source .....	72
Other Benefits.....	74



## Tables

---

Table 1 Response Rates by Province .....	6
Table 2 Respondents Currently Employed in Dentistry .....	8
Table 3 Distributions of Respondents by Primary Work Settings.....	9
Table 4 Distribution of Respondents by Primary Work Setting.....	9
Table 5 Distributions of Respondents by Secondary Work Settings.....	10
Table 6 Reasons for Not Seeking Employment in Dentistry.....	11
Table 7 Years in Primary Office.....	12
Table 8 Performance and Salary Reviews, Negotiated Wages .....	12
Table 9 Job Sharing by Province .....	13
Table 10 Employment Status — Full-Time, Part-Time, Relief/Temp — in Each of the Provinces Surveyed .....	14
Table 11 Current Primary Employment Position .....	15
Table 12 Designation or Professional Credentials .....	16
Table 13 Year in Which CDA Certificate was Awarded .....	16
Table 14 Orthodontic Module.....	17
Table 15 Prosthodontic Module .....	17
Table 16 Periodontal Screening and Recording (PSR) Course.....	17
Table 17 Age Distribution .....	18
Table 18 Hourly Wage for All Respondents by Work Setting .....	19
Table 19 Hourly Wage for All Respondents by Job Sharing .....	20
Table 20 Hourly Wage for All Respondents by Time at Work.....	20
Table 21 Hourly Wage for All Respondents by Number of Hours Worked per Week .....	20
Table 22 Hourly Wage for All Respondents who are Employed in the Business Office or as Office Manager by Formal Education in the Area .....	21
Table 23 Hourly Wage for All Respondents by Employment Position .....	21
Table 24 Hourly Wage for All Respondents by Year of Graduation .....	22
Table 25 Hourly Wage for All Respondents by Completion of the Orthodontic Module .....	22

---

Table 26 Hourly Wage for All Respondents by Completion of the Prosthodontic Module.....	22
Table 27 Hourly Wage for All Respondents by Completion of the Scaling or Limited Scaling Course.....	23
Table 28 Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course .....	23
Table 29 Hourly Wage for Respondents by Age.....	23
Table 30 Hourly Wage for Respondents by Years in the Same Office .....	24
Table 29 Hourly Wages by Province .....	24
Table 30 Hourly Wages by Geographical Location .....	24
Table 31 Performance and Salary Reviews, Negotiated of Wages and Hourly Wage .....	25
Table 32 Ways in Which Wage Increases are Determined .....	26
Table 33 Compensation for Overtime .....	27
Table 34 Annual License Fee Benefit .....	28
Table 35 Benefits Provided by Source.....	29
Table 38 Continuing Education Benefits for Respondents Provided Partially or in Full by Source .....	29
Table 39 Cost Shared Benefits for Respondents Provided Partially or in Full by Source .....	29
Table 40 Vision Benefits for Respondents Provided Partially or in Full by Source .....	30
Table 41 Other Benefits for Respondents .....	30
Table 36 Staying in the Profession .....	31
Table 37 Reasons to Leave the Profession.....	31
Table 38 Reasons for a Second Employment .....	32
Table 45 Hourly Wage for Respondents by Work Setting.....	35
Table 46 Hourly Wage for Respondents by Job Sharing.....	36
Table 47 Hourly Wage for Respondents by Time at Work .....	36
Table 48 Hourly Wage for Respondents by Number of Hours Worked per Week .....	36
Table 49 Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area .....	37
Table 50 Hourly Wage for Respondents by Employment Position.....	37
Table 51 Hourly Wage for Respondents by Year of Graduation.....	38
Table 52 Hourly Wage for Respondents by Completion of the Orthodontic Module.....	38
Table 53 Hourly Wage for Respondents by Completion of the Prosthodontic Module .....	38
Table 54 Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course ...	38

Table 55 Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course .....	39
Table 56 Hourly Wage for Respondents by Age.....	39
Table 57 Hourly Wage for Respondents by Years in the Same Office .....	39
Table 58 Annual License Fee Benefit for Respondents.....	40
Table 59 Benefits Provided by Source for Respondents .....	40
Table 60 Continuing Education Benefits for Respondents Provided Partially or in Full by Source .....	41
Table 61 Cost Shared Benefits for Respondents Provided Partially or in Full by Source .....	42
Table 62 Vision Benefits for Respondents Provided Partially or in Full by Source .....	42
Table 63 Other Benefits for Respondents .....	42
Table 64 Hourly Wage for Respondents by Work Setting.....	43
Table 65 Hourly Wage for Respondents by Job Sharing.....	44
Table 66 Hourly Wage for Respondents by Time at Work .....	44
Table 67 Hourly Wage for Respondents by Number of Hours Worked per Week .....	44
Table 68 Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area .....	45
Table 69 Hourly Wage for Respondents by Employment Position.....	45
Table 70 Hourly Wage for Respondents by Year of Graduation.....	46
Table 71 Hourly Wage for Respondents by Completion of the Orthodontic Module .....	46
Table 72 Hourly Wage for Respondents by Completion of the Prosthodontic Module .....	46
Table 73 Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course ...	46
Table 74 Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course .....	47
Table 75 Hourly Wage for Respondents by Age.....	47
Table 76 Hourly Wage for Respondents by Years in the Same Office .....	47
Table 77 Annual License Fee Benefit for Respondents.....	48
Table 78 Benefits Provided by Source for Respondents .....	48
Table 79 Continuing Education Benefits for Respondents Provided Partially or in Full by Source .....	49
Table 80 Cost Shared Benefits for Respondents Provided Partially or in Full by Source .....	50
Table 81 Vision Benefits for Respondents Provided Partially or in Full by Source .....	50
Table 82 Other Benefits for Respondents .....	50
<u>Table 83 Hourly Wage for Respondents by Work Setting.....</u>	<u>51</u>

Table 84 Hourly Wage for Respondents by Job Sharing.....	52
Table 85 Hourly Wage for Respondents by Time at Work .....	52
Table 86 Hourly Wage for Respondents by Number of Hours Worked per Week .....	52
Table 87 Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area .....	53
Table 88 Hourly Wage for Respondents by Employment Position.....	53
Table 89 Hourly Wage for Respondents by Year of Graduation.....	54
Table 90 Hourly Wage for Respondents by Completion of the Orthodontic Module .....	54
Table 91 Hourly Wage for Respondents by Completion of the Prosthodontic Module .....	54
Table 92 Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course ...	54
Table 93 Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course .....	55
Table 94 Hourly Wage for Respondents by Age.....	55
Table 95 Hourly Wage for Respondents by Years in the Same Office .....	55
Table 96 Annual License Fee Benefit for Respondents.....	56
Table 97 Benefits Provided by Source for Respondents .....	56
Table 98 Continuing Education Benefits for Respondents Provided Partially or in Full by Source .....	57
Table 99 Cost Shared Benefits for Respondents Provided Partially or in Full by Source .....	58
Table 100 Vision Benefits for Respondents Provided Partially or in Full by Source .....	58
Table 101 Other Benefits for Respondents .....	58
Table 102 Hourly Wage for Respondents by Work Setting .....	59
Table 103 Hourly Wage for Respondents by Job Sharing .....	60
Table 104 Hourly Wage for Respondents by Time at Work .....	60
Table 105 Hourly Wage for Respondents by Number of Hours Worked per Week .....	60
Table 106 Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area .....	61
Table 107 Hourly Wage for Respondents by Employment Position.....	61
Table 108 Hourly Wage for Respondents by Year of Graduation .....	62
Table 109 Hourly Wage for Respondents by Completion of the Orthodontic Module .....	62
Table 110 Hourly Wage for Respondents by Completion of the Prosthodontic Module .....	62
Table 111 Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course..	62
Table 112 Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course .....	63

Table 113 Hourly Wage for Respondents by Age .....	63
Table 114 Hourly Wage for Respondents by Years in the Same Office.....	63
Table 115 Annual License Fee Benefit for Respondents .....	64
Table 116 Benefits Provided by Source for Respondents .....	64
Table 117 Continuing Education Benefits for Respondents Provided Partially or in Full by Source .....	65
Table 118 Cost Shared Benefits for Respondents Provided Partially or in Full by Source.....	66
Table 119 Vision Benefits for Respondents Provided Partially or in Full by Source .....	66
Table 120 Other Benefits for Respondents .....	66
Table 121 Hourly Wage for Respondents by Work Setting .....	67
Table 122 Hourly Wage for Respondents by Job Sharing .....	68
Table 123 Hourly Wage for Respondents by Time at Work .....	68
Table 124 Hourly Wage for Respondents by Number of Hours Worked per Week .....	68
Table 125 Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area .....	69
Table 126 Hourly Wage for Respondents by Employment Position.....	69
Table 127 Hourly Wage for Respondents by Year of Graduation .....	70
Table 128 Hourly Wage for Respondents by Completion of the Orthodontic Module .....	70
Table 129 Hourly Wage for Respondents by Completion of the Prosthodontic Module .....	70
Table 130 Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course..	70
Table 131 Hourly Wage for Respondents by Completion of the Periodontal Screening and Recording Course .....	71
Table 132 Hourly Wage for Respondents by Age .....	71
Table 133 Hourly Wage for Respondents by Years in the Same Office.....	71
Table 134 Annual License Fee Benefit for Respondents .....	72
Table 135 Benefits Provided by Source for Respondents .....	72
Table 136 Continuing Education Benefits for Respondents Provided Partially or in Full by Source .....	73
Table 137 Cost Shared Benefits for Respondents Provided Partially or in Full by Source.....	74
Table 138 Vision Benefits for Respondents Provided Partially or in Full by Source .....	74
Table 139 Other Benefits for Respondents .....	74

## Figures

---

Figure 1 Change in hourly wage. ....	26
Figure 2 Reasons to like the profession.....	32
Figure 3 Costs and benefits of advanced training .....	33

## Introduction

---

### **Canadian Dental Assistants Association**

This study was sponsored by the Canadian Dental Assistants Association (CDAA). It is the national voice for dental assistants, supporting its Organizational Members by placing itself at the forefront of issues such as labour mobility, occupational analysis and workplace health and safety. The CDAA advances the profession of dental assisting by maintaining its involvement in these programs and remaining accessible to its Organizational Members, by offering information to dental assistants.

The CDAA supports formal education for dental assistants, dental assisting program accreditation through the Commission of Dental Accreditation in Canada (CDAC) and national certification through the National Dental Assisting Examining Board (NDAEB).

The CDAA maintains relationships with other oral health care associations, agencies involved in the support of oral health care practitioners and government agencies.

### **Salary Surveys**

The 2013 Salary Survey is the third in a series designed to facilitate comparisons of compensation and benefit with others having a similar profile of work setting and environment, geography, professional training and experience.

The purpose of the report is to help inform decision-making by those considering entry into the field, dental assistants who are currently employed and those looking to upgrade their skills, employers of dental assistants and others who have an interest in the training and practice of dental assistants.

## Method

---

### **Survey Instruments**

The survey instruments — invitation to participate, reminders and the questionnaire — were based on the ones used in the 2009 and 2011 studies. Modifications were made in collaboration with representatives of the participating organizations. To accommodate to local needs, the questionnaire for Ontario Dental Assistants Association (ODAA) members differs somewhat from the one sent to other respondents. The survey instruments sent to dental assistants in Quebec were presented in French.

---

## Data Collection

### Participating Organizations

- Association des assistant(e)s dentaires du Quebec
- Certified Dental Assistants of British Columbia
- College of Alberta Dental Assistants
- Manitoba Dental Assistants Association
- New Brunswick Dental Assistants Association
- Newfoundland and Labrador Dental Assistants Association
- Nova Scotia Dental Assistants Association
- Ontario Dental Assistants Association
- Prince Edward Island Dental Association<sup>1</sup>
- Saskatchewan Dental Assistants Association

Since compensation and benefits for Canadian Forces personnel are pre-determined, they were not included in the survey. For more information about the role of dental assistants in the military, see <http://www.forces.ca/en/job/dentaltechnician-71>. Personnel at Canadian Armed Forces bases can provide details on compensation and benefits. Base location and contact information are available at <http://www.army-armee.forces.gc.ca/en/support-services/bases.page>.

### Methods

With the exceptions of the dental assistants in PEI and Quebec-based practitioners who are not members of the Association des assistant(e)s dentaires du Quebec, all dental assistants for whom an email address was available were sent a personalized email with their provincial President or Executive Director as the sender. The message explained the purpose of the study, invited members to participate and provided a unique link to access the survey.

Survey participants were then able to make entries, save their data, go back to work on the questionnaire at another time and submit their questionnaire.

Dental assistants in Prince Edward Island and Quebec-based practitioners who are not members of the Association des assistant(e)s dentaires du Quebec were sent an email from an independent party.

---

<sup>1</sup> Dental assistants from Prince Edward Island do not have an independent organization. The Prince Edward Island Dental Association coordinates their activities



## **Statistical Indicators**

### **Average and Median**

Two statistical indicators are used to represent the results for salary and benefits and to help make comparisons with peers: the average and median.

The average is usually the most reliable and valid indicator. However, it can be distorted, especially where very high or low values — outliers — are included in the calculation. For this reason, we also present the median value, the result that is half way between the highest score and the lowest one.

Where the results are normally distributed, the average and the median will be identical. As the differences between the average and the median increase, the reader should consider the median as a result that is the most representative of the group.

## **Data Analysis**

### **Hourly Wage**

Compensation in the 2013 survey was based primarily on hourly wages, with respondents receiving the following instructions:

*If your compensation is based on an arrangement other than an hourly wage, please convert your income into an hourly wage equivalent. You might want to consult your T4 slip or a pay stub to help answer the questions about compensation. Hourly wage = annual income (before taxes and other deductions) from your certified dental assistant practice divided by the number of regular (not overtime) hours worked per year. For example, if you worked 52 weeks a year (vacation included in your work weeks) and you work 30 hours per week, the number of hours would add up to 1,560 hours per year.*

---

## Work Settings

The survey asked participants to indicate whether they worked in one or more of 12 pre-determined work settings.<sup>2</sup> They also had the option of reporting an “other” work setting.

Respondents were assigned in the following ways:

- Those who selected only “general dentistry” and no other category were identified as “generalists.”
- Those who selected a specialty only, or a specialty in combination with general practice, were identified as “specialists.”<sup>3</sup>
- Those who identified themselves with “teaching” — whether alone or in combination with another work setting — were assigned to a teacher category.
- Respondents identifying themselves as “clinical assistants” — whether alone or in combination with another work setting — were assigned to a clinical assistant category.
- Those who identified themselves as working in a hospital, in the community or in a public health context were assigned to the same group.<sup>4</sup>
- Those who gave the response, “other,” were assigned to an “other” category.

## Data Presentation

Salary and benefits results are presented only for those currently working in the field. Additional information is provided separately for those who are not working as a certified dental assistant.

To facilitate comparisons with colleagues, the report presents cross tabulations of hourly wages with respondent characteristics.

Where the number of respondents in a table falls below five, an asterisk replaces the results.

Appendix A details the results for the wages and benefits of all dental assistants who participated in the 2013 survey with those from Alberta, Saskatchewan, Manitoba, Nova Scotia and New Brunswick.

Since the number of respondents from Quebec, Prince Edward Island and Newfoundland do not reach the level required for the statistical validity of the comparisons, they are not provided.

Comparisons between all dental assistants who participated with those in Ontario are presented in a separate document prepared for the Ontario Association of Dental Assistants.

---

<sup>2</sup> Private Practice - General Dentistry; Private Practice - Specialty; Private Practice - General and Specialty; Public Educational Facility - Teaching; Public Educational Facility - Clinical Assistant; Private Educational Facility - Teaching; Private Educational Facility - Clinical Assistant; Hospital; Institution such as custodial care or extended care; Community/Public Health; Insurance; Dental Supply

<sup>3</sup> Statistical analyses were conducted to ensure that no significant differences in hourly wage were found between sub-groups within the specialist category.

<sup>4</sup> Statistical analyses were conducted to ensure that no significant differences in hourly wage were found between sub-groups within the hospital, community and public health category.

---

## **Study Limitations and Interpretation**

When interpreting the results from this study, it is important to keep in mind the following limitations:

- Compensation and benefit means and ranges as well as other data are based on survey responses and are only as accurate as the data provided by those survey respondents.
  - Overall results are accurate to within 1%, 19 times out of 20 (95% confidence). While the overall results have a low margin of error, results for sub-groups (e.g., work environment) should be interpreted with caution due to the smaller sample sizes. On the other hand, the survey sample is very large and the results are impacted by a number of factors. For example, salary and benefits are strongly influenced by the work setting, as well as by personal and professional profiles. The results are presented in ways that reflect these factors. Readers should be careful to make comparisons with their colleagues whose profiles are most similar to theirs. They may also use the results of other profile groups to make decisions regarding a change to another work setting.
-

## Results

### Response Rate and Responses

#### Overall Rate

Of the 20,577 dental assistants solicited, 7,443 filled out questionnaires for an overall completion rate of 36%. This is consistent with a margin of error of less than 1% (how far off from a “true” score a particular result might be) 19 times out of 20 (the percent of time that the true percentage of the population would lie within the margin of error of 5%).

#### Response by Province

Table 1 details the number of respondents in each province, the number in the survey sample, the response rate and the margin of error.

Table 1  
Response Rates by Province

	Surveyed	Responses	Response Rate	Margin of Error
British Columbia	1,154	376	33%	4.25%
Alberta	5,221	1,697	33%	2.00%
Saskatchewan	1,237	403	33%	4.00%
Manitoba	1,051	344	33%	4.30%
Ontario	8,232	4,194	51%	1.08%
Quebec	2,125	69	3%	*
New Brunswick	419	109	26%	8.00%
Nova Scotia	653	145	22%	7.25%
PEI	200	37	19%	15.00%
Newfoundland	285	69	24%	10.00%

#### *Methodological Note*

In an ideal world, all dental assistants in Canada would have responded to the survey. In this case, the results would be 100% accurate. For example, if the average hourly wage were calculated as \$25.00, we would be 100% certain that, on average, dental assistants receive this level of compensation.

In the real world, less than 100% of the population respond so that statistical procedures are used to estimate the accuracy of the results. The margin of error estimates the range of values that best approximate the population. For example, a 10% margin of error means that the estimate of the average wage would vary between \$22.50 (10% lower than the “ideal” average) and \$27.50 (10% above). A 1% margin of error would make estimates between \$24.75 and \$25.75.

The calculation of the margin of error is based on the response rate and the size of the population. It is possible for samples to have the same rate of response but different margins of error due to the size of their populations. In this study, both British Columbia and Manitoba have the same rate of response (33%) but different margins of error. Since the number of dental assistants surveyed in British Columbia (1,154) is slightly higher than the number surveyed in Manitoba (1,051), the margin of error (4.25%) for British Columbia is slightly lower than Manitoba's (4.30%)

A review of Table 1 shows that provinces with smaller populations have higher margins of error. Where it exceeds 6%, some caution should be used in interpreting the results when they are reported on a province-by-province basis only.

As well, the low response rate for Quebec is due to combining members and non-members in the calculation, with the response rate for members being comparable to those in other provinces.



## Work Situation

### Employed in Dentistry

On average, about 90% of respondents are currently employed in dentistry or in a dentally related field. Table 2 shows that this varies from province to province.

Table 2  
Respondents Currently Employed in Dentistry

	Number of Responses	% of Responses
British Columbia	344	91%
Alberta	1,462	86%
Saskatchewan	339	84%
Manitoba	314	91%
Ontario	3,721	89%
Quebec	62	90%
New Brunswick	92	84%
Nova Scotia	129	89%
PEI	33	89%
Newfoundland	57	83%

Seven of ten respondents (75%) employed in dentistry or a related field reported one work setting only, with 16% working in at least two settings.

*Primary Work Settings*

Table 3 details the distribution of respondents by primary work settings, with 90% working in private practice.

Table 3  
Distributions of Respondents by Primary Work Settings

	Number of Responses	% of Responses
Private Practice - General Dentistry	4,542	67%
Private Practice - Specialty	1,005	15%
Private Practice – General and Specialty	543	8%
Public Educational Facility – Teaching	62	1%
Public Educational Facility – Administration	14	<1%
Public Educational Facility - Clinical Assistant	60	1%
Private Educational Facility - Teaching	58	1%
Private Educational Facility – Administration	*	*
Private Educational Facility - Clinical Assistant	13	<1%
Hospital	70	1%
Institution such as custodial care or extended care	7	<1%
Community/Public Health	208	3%
Insurance	7	<1%
Dental Supply	20	<1%
Regulatory body such as the provincial association of dental assistants	5	<1%
Other	183	3%

Table 4 shows the number and percent of respondents by primary work setting for the two main categories of work settings in each province.

Table 4  
Distribution of Respondents by Primary Work Setting

	General Practice		Specialty Practice	
	Number of Responses	% of Responses	Number of Responses	% of Responses
British Columbia	237	69%	42	12%
Alberta	1,054	72%	239	16%
Manitoba	215	68%	62	20%
Saskatchewan	253	75%	43	13%
Ontario	2,524	68%	558	15%
Quebec	37	60%	10	16%
New Brunswick	72	78%	10	11%
Nova Scotia	88	68%	23	18%
PEI	22	67%	5	15%
Newfoundland	40	70%	13	23%

*Secondary Work Settings*

Table 5 details the distribution of respondents by secondary work settings, with 77 % working in private practice.

Table 5  
Distributions of Respondents by Secondary Work Settings

	Number of Responses	% of Responses
Private Practice - General Dentistry	691	57%
Private Practice - Specialty	92	8%
Private Practice - General and Specialty	142	12%
Public Educational Facility - Teaching	23	2%
Public Educational Facility - Administration	*	*
Public Educational Facility - Clinical Assistant	23	2%
Private Educational Facility - Teaching	19	2%
Private Educational Facility - Administration	*	*
Private Educational Facility - Clinical Assistant	*	*
Hospital	43	4%
Institution such as custodial care or extended care	6	<1%
Community/Public Health	62	5%
Insurance	*	*
Dental Supply	6	<1%
Regulatory body such as the provincial association of dental assistants	*	*
Other	110	9%



## Not Employed in Dentistry

In general terms, unemployment is 3.7%, about the same as the 3.6% rate in 2009 but up from 2.5% in 2011.

### *Unemployment Rate*

Of the 3,190 dental assistants surveyed on unemployment, 317 (9.9%) are currently not employed in dentistry. Of the 317, 119 (38%) reported that they were not seeking employment in dentistry. These results combine to show a real unemployment rate — dental assistants who are not employed in dentistry but are seeking work in the field — of 3.7%.

The unemployment rate varies from province to province. However, higher rates were observed only in those provinces where smaller populations produce more variable results.

### *Months Seeking Employment*

Of the 190 respondents who reported the number of months they have been on the job market, three in ten (34%) have been seeking employment for one month or less, or for between two and four months (35%); two in ten (24%) for between five and 12 months; 7% for more than 12 months.

### *Reasons for Not Seeking Employment*

The profile of reasons for not seeking employment in 2013 is similar to the ones reported in the past, with family responsibility, other reasons, poor wages and lack of benefits at the top of the list.

Table 6 lists reasons for not seeking employment, along with the number and percent of respondents for whom the reasons apply. Note that respondents were able to indicate more than one reason for not seeking work in dentistry.

Table 6  
Reasons for Not Seeking Employment in Dentistry

	Number of Responses	% of Responses
Family responsibility	229	37%
Other reasons	205	33%
Poor wages	126	20%
Lack of benefits	115	18%
No jobs available	105	17%
Retraining for another profession/career	84	13%
Medical disability	36	6%
Retired	32	5%
Working in dental related field	24	4%

## Work Environment

The results in this section apply to respondents who work in a dental office.

### Number of Years Working in Current Primary Office

Table 7 shows a pattern of “years in current primary office” that is almost identical to the ones reported in the past.

Table 7  
Years in Primary Office

Years in Current Office	Number of Responses	% of Responses
Less than one year	435	17%
1	243	9%
2	297	11%
3	246	9%
4 - 5	349	13%
6 - 8	391	15%
9 - 10	147	6%
11 - 15	306	12%
16 - 20	146	6%
More than 20 years	54	2%

## Reviews

Table 8 shows that between 30% and 69% of respondents receive annual performance or salary reviews, or have negotiated a raise with their employer. Between 22% and 39% have not, but would like to.

Table 8  
Performance and Salary Reviews, Negotiated Wages

	Number of Responses	% of Responses
<b>Performance Reviews</b>		
Yes	2,630	38%
No, but I would like to have one	2,019	29%
No	2,204	32%
<b>Salary Reviews</b>		
Yes	2,068	30%
No, but I would like to have one	2,693	39%
No	2,081	30%
<b>Negotiated a Raise</b>		
Yes	3,048	44%
No, but I would like to	1,507	22%
No	2,406	35%

## Job Sharing

Nineteen percent of respondents share their job with another dental assistant. Of those who job share, 68% do so by choice; 32% job share but it is not their choice. These results are almost identical to those obtained in the past.

Table 9 indicates that job sharing varies from 7% of respondents in Nova Scotia to more than 21% in Quebec. The provinces with highest populations have about the same job sharing rates: Ontario 14% and Alberta 15%.<sup>5</sup>

Table 9  
Job Sharing by Province

Regions	Yes, by Choice		Yes, but not by Choice		No	
	#	%	#	%	#	%
British Columbia	35	11%	22	7%	263	82%
Alberta	216	15%	70	5%	1,153	80%
Saskatchewan	27	8%	8	2%	293	89%
Manitoba	38	13%	15	5%	244	82%
Ontario	192	14%	118	9%	1,027	77%
Quebec	12	21%	6	10%	40	69%
New Brunswick	12	13%	6	7%	73	80%
Nova Scotia	9	7%	8	6%	108	86%
PEI	1	3%	2	6%	30	91%
Newfoundland	5	9%	4	7%	46	84%

<sup>5</sup> Results showing the percent of respondents who job share "by choice" and "not by choice" in provinces with smaller populations should be interpreted with caution. A small change in the numbers could result in a relatively large change in the percent reported.

## Time at Work in Dental Office

Overall, about three-quarters of respondents work full-time (75%). A fifth (22%) work part-time, with 3% acting as relief or temporary dental assistants, results similar to 2009 and 2011.

Table 10 shows that full-time employment is most frequent in New Brunswick, Nova Scotia, Newfoundland and Quebec. It is least frequent in Alberta and British Columbia.

Table 10  
Employment Status — Full-Time, Part-Time, Relief/Temp — in Each of the Provinces Surveyed

Provinces	Full-Time		Part-Time		Relief/Temp	
	#	%	#	%	#	%
British Columbia	212	65%	104	32%	11	3%
Alberta	1,036	71%	395	27%	32	2%
Saskatchewan	259	78%	58	18%	13	4%
Manitoba	231	75%	71	23%	5	2%
Ontario	2,846	77%	780	21%	77	2%
Quebec	48	83%	9	16%	1	2%
New Brunswick	74	80%	18	20%	0	0%
Nova Scotia	109	85%	16	13%	3	2%
PEI	28	85%	3	9%	2	6%
Newfoundland	51	88%	7	12%	0	0%

Virtually all respondents work between eight and nine hours per day, with between two-thirds and three-quarters working between 30 and 40 hours per week. This is also the range of hours given by most respondents (73%) who identified themselves as working full-time.

Forty percent of respondents work 52 weeks per year; 40% work between 46 and 51 weeks per year; 17% work 41 weeks per year or less.

## Professional Profile

### Current Employment Status

Table 11 shows that half of respondents (57%) identify themselves as holding a chairside dental assistant intra-oral position, with another third categorizing themselves as chairside level one (12%), "other" (9%), receptionist (9%) or manager (office/program/department) (5%).

Table 11  
Current Primary Employment Position

	Number of Responses	% of Responses
Chairside dental assistant intra-oral including specialties	3,984	57%
Chairside Level One	857	12%
Other	646	9%
Receptionist	642	9%
Manager (office/program/department)	356	5%
Treatment coordinator	220	3%
Dental Education	178	3%
Hygienist	41	1%
Financial coordinator	36	1%
Hygienist coordinator	33	<1%
Insurance claims	27	<1%
Dental Sales	19	<1%

## Business or Office Manager

In order to establish the proportion of dental assistants who are employed in the business office or as the office manager, respondents were asked to indicate whether they played one of these roles. Of the 1,357 respondents who are employed in the business office or as office manager, 30% report having formal education in this area, i.e. a certificate or diploma.

## Designation or Professional Credentials

Table 12 shows the distribution of respondents by the credentials or designations they hold. Note that the total number of responses exceeds the number of participants in the survey. This is because some respondents hold more than one designation or professional credential.

Table 12  
Designation or Professional Credentials

	Number of Responses	% of Responses
CDA	1,415	17%
CDA I	89	1%
CDA II	4,455	53%
DA (Saskatchewan)	272	3%
CPDA	198	2%
RDA (includes Saskatchewan)	1,604	19%
CDR	270	3%
CDTC	84	1%
Non-certified	44	1%
Student	36	0%

Table 13  
Year in Which CDA Certificate was Awarded

Year	Number of Responses	% of Responses
2000 or before	3,047	51%
2001-2005	871	14%
2006 or after	2,099	35%

## Training

### *Orthodontic Module*

Table 14  
Orthodontic Module

Completion of Module	Number of Responses	% of Responses
Yes	889	30%
No	2,044	70%

### *Prosthodontic Module*

Table 15  
Prosthodontic Module

Completion of Module	Number of Responses	% of Responses
Yes	677	24%
No	2,198	76%

### *Periodontal Screening and Recording Course (PSR)*

Table 16  
Periodontal Screening and Recording (PSR) Course

Completion of Module and Practice	Number of Responses	% of Responses
Yes	763	26%
No	2,127	74%

## Personal Profile

### Age

Table 17 details the number and percent of respondents in six age groups.

Table 17  
Age Distribution

Age Groups	Number of Responses	% of Responses
30 or less	1,858	26%
30 - 35	906	13%
36 - 40	944	13%
41 - 45	1,097	16%
46 - 50	952	14%
51 and over	1,269	18%

Virtually all respondents (95%) indicated that they are aware of all the functions they are able to perform. Eight of ten (80%) reported that they perform all the functions for which they have been trained.



## Hourly Wage<sup>6</sup>

Hourly wages are up from a national average of \$23.25 in 2011 to \$23.97 per hour in 2013; median hourly compensation has increased from \$22.25 to \$23.00. Private practice CDAs — general and specialty — have seen their wages increase by between 0.9% and 3.4%. It is difficult to accurately interpret the results for other work settings due to the relatively small numbers of respondents. As well, there are cases where comparisons are not applicable (NA) since the categories are new to the survey.

## Work Setting

Table 18  
Hourly Wage for All Respondents by Work Setting

Work Setting	Number of Responses	% of Responses	Average	Median	% change
Private Practice - General Dentistry	3,668	67%	\$23.34	\$22.50	3.43%
Private Practice - Specialty	837	15%	\$24.92	\$24.00	3.33%
Private Practice – General and Specialty	421	8%	\$22.69	\$22.00	0.93%
Public Educational Facility – Teaching	50	1%	\$39.23	\$39.00	10.12%
Public Educational Facility – Administration	8	<1%	\$29.69	\$26.49	NA
Public Educational Facility - Clinical Assistant	48	1%	\$26.85	\$25.00	13.07%
Private Educational Facility - Teaching	49	1%	\$27.91	\$27.00	-2.53%
Private Educational Facility – Administration	*	*	*	*	NA
Private Educational Facility - Clinical Assistant	9	<1%	\$24.74	\$20.99	16.23%
Hospital	59	1%	\$27.34	\$25.84	35.45%
Institution such as custodial care or extended care	6	<1%	\$25.74	\$26.50	-7.92%
Community/Public Health	167	3%	\$28.66	\$28.00	-0.73%
Insurance	6	<1%	\$23.79	\$25.38	17.95%
Dental Supply	14	<1%	\$30.53	\$29.84	6.28%
Regulatory body such as the provincial association of dental assistants	5	<1%	\$39.93	\$35.00	NA
Other	121	2%	\$26.36	\$25.00	-14.38%

<sup>6</sup> The calculation of hourly wage is detailed in the Methods Section, page 5.

## Job Sharing

Table 19 shows that respondents who job share— especially those who do not job share by choice — earn a lower wage than those who do not, a gap that is widening when compared to previous results.

Table 19  
Hourly Wage for All Respondents by Job Sharing

Job Share Status	Number of Responses	% of Responses	Average	Median
Yes and this is my choice	451	14%	\$24.31	\$24.00
Yes but this is not my choice	174	5%	\$22.01	\$21.52
No	2,692	81%	\$25.28	\$25.00

## Full-Time, Part-Time, Relief

As in previous years, respondents who do relief or temporary work will earn less than their peers who work full-time or part-time.

Table 20  
Hourly Wage for All Respondents by Time at Work

Time at Work	Number of Responses	% of Responses	Average	Median
Full-time	3,922	74%	\$24.07	\$23.00
Part-time	1,234	23%	\$23.74	\$23.00
Relief/Temp	119	2%	\$22.86	\$21.10

## Hours Worked per Week

In contrast to the results of the 2011 survey, respondents who work more hours per week also earn a higher hourly wage.

Table 21  
Hourly Wage for All Respondents by Number of Hours Worked per Week

Hours Worked	Number of Responses	% of Responses	Average	Median
Less than 20	561	11%	\$23.58	\$23.00
20 to 29	753	14%	\$23.98	\$23.00
30 to 35	1,914	36%	\$23.97	\$23.00
36 to 40	1,878	36%	\$23.80	\$23.00
More than 40	142	3%	\$27.00	\$26.00

## Office Manager

As in the past, respondents who are employed in the Business Office or as Office Manager earned somewhat less if they had formal education in the area than those who didn't.

Table 22  
Hourly Wage for All Respondents who are Employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Number of Responses	% of Responses	Average	Median
Yes	989	28%	\$22.85	\$22.00
No	2,507	72%	\$24.10	\$23.00

## Employment Position

Table 23  
Hourly Wage for All Respondents by Employment Position

Position	Number of Responses	% of Responses	Average	Median
Chairside Level One	665	12%	\$22.40	\$22.00
Chairside dental assistant intra-oral including specialties	3,235	57%	\$23.51	\$23.00
Receptionist	528	9%	\$22.61	\$22.00
Financial coordinator	30	1%	\$25.94	\$24.50
Treatment coordinator	179	3%	\$25.41	\$25.00
Manager (office/program/department)	308	5%	\$28.71	\$28.00
Hygienist coordinator	23	%	\$20.14	\$20.00
Hygienist	26	%	\$28.90	\$30.00
Dental Sales	13	%	\$32.88	\$29.67
Dental Education	145	3%	\$31.50	\$28.00
Insurance claims	22	%	\$25.10	\$25.43
Other	459	8%	\$24.46	\$24.00

## Year of Graduation

As in the past, the more experienced the respondent, the higher the hourly wage. These results are detailed in Table 24.

Table 24  
Hourly Wage for All Respondents by Year of Graduation

Year of Graduation	Number of Responses	% of Responses	Average	Median
2000 or before	2,515	52%	\$25.92	\$25.00
2001-2005	684	14%	\$23.69	\$23.00
2006 or after	1,619	34%	\$20.99	\$20.00

## Training Modules

Table 25 shows that a 7% premium is paid to respondents who have completed the orthodontic module<sup>7</sup>.

Table 25  
Hourly Wage for All Respondents by Completion of the Orthodontic Module<sup>8</sup>

Completion of Module and Practice	Number of Responses	% of Responses	Average	Median
Yes	738	30%	\$27.48	\$27.00
No	1,706	70%	\$25.65	\$25.00

Table 26 shows that there is a 13% premium paid to respondents who have completed the prosthodontic module.

Table 26  
Hourly Wage for All Respondents by Completion of the Prosthodontic Module

Completion of Module and Practice	Number of Responses	% of Responses	Average	Median
Yes	584	24%	\$28.64	\$28.00
No	1,821	76%	\$25.40	\$25.00

<sup>7</sup> Not surveyed in Ontario

<sup>8</sup> While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties.

Table 27 shows that there is a 6% premium paid to respondents who have completed the scaling or limited scaling course (Preventive Dentistry Module in Alberta).

Table 27  
Hourly Wage for All Respondents by Completion of the Scaling or Limited Scaling Course

Completion of Module and Practice	Number of Responses	% of Responses	Average	Median
Yes	109	5%	\$27.73	\$28.00
No	2,283	95%	\$26.12	\$26.00

Table 28 shows that there is a 10% premium paid to respondents who have completed the periodontal screening and recording course.

Table 28  
Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Number of Responses	% of Responses	Average	Median
Yes	640	27%	\$28.13	\$28.00
No	1,774	73%	\$25.50	\$25.00

Respondents were asked to indicate the premium that they are paid for having completed one or more of the modules, or indicate that no premium is paid. Surprisingly, 94% of those who answered reported no change. Three percent indicated that their raise was no more than one dollar per hour; 4% got more than a one-dollar per hour raise.

## Age

Table 29  
Hourly Wage for Respondents by Age

Completion of Module and Practice	Number	%	Average	Median
30 or less	1,396	26%	\$21.41	\$20.27
30 - 35	688	13%	\$23.23	\$22.34
36 - 40	732	13%	\$23.91	\$23.00
41 - 45	854	16%	\$24.81	\$24.00
46 - 50	782	14%	\$25.33	\$24.77
51 and over	1,017	19%	\$26.37	\$25.00

## Years in the Current Office

Table 30  
Hourly Wage for Respondents by Years in the Same Office

Completion of Module and Practice	Number	%	Average	Median
One year or less	557	23%	\$22.35	\$22.00
2 to 3	431	18%	\$23.52	\$23.00
4 to 7	522	22%	\$25.38	\$25.00
8 to 12	327	14%	\$25.38	\$24.95
13 to 20	322	13%	\$26.78	\$26.00
21 or more	251	10%	\$28.10	\$27.82

## Province

Table 31 shows significant differences between the wages paid in the provinces, with Alberta and British Columbia offering compensation between 31% and 50% higher than New Brunswick.

Table 31  
Hourly Wages by Province

Range of Years	Number of Responses	% of Responses	Average	Median
British Columbia	315	6%	\$25.29	\$24.15
Alberta	1,325	23%	\$28.91	\$28.50
Manitoba	273	5%	\$22.44	\$22.00
Saskatchewan	300	5%	\$25.82	\$25.00
Ontario	3,127	55%	\$22.16	\$21.36
Quebec	44	1%	\$19.57	\$19.69
New Brunswick	76	1%	\$19.34	\$19.00
Nova Scotia	117	2%	\$20.13	\$19.50
PEI	28	<1%	\$19.65	\$17.25
Newfoundland	53	1%	\$18.53	\$18.00

Table 32 shows that the hourly wage paid in urban areas is 6% higher than in rural ones.

Table 32  
Hourly Wages by Geographical Location

Range of Years	Number of Responses	% of Responses	Average	Median
Urban	3,238	58%	\$24.46	\$24.00
Suburban	1,392	25%	\$23.59	\$23.00
Rural	971	17%	\$22.98	\$22.00

## Reviews

Table 33 shows that, respondents who have a performance or salary review, or have negotiated a raise, earn a higher average wage than those who do not. Importantly, average wages are the lowest for respondents who want a review or salary negotiation but do not have one.

Table 33  
Performance and Salary Reviews, Negotiated of Wages and Hourly Wage

	Number of Responses	% of Responses	Average	Median
<b>Performance Reviews</b>				
Yes	2,132	39%	\$25.00	\$24.00
No, but I would like to have one	1,648	30%	\$23.10	\$22.00
No	1,736	31%	\$23.75	\$23.00
<b>Salary Reviews</b>				
Yes	1,667	30%	\$24.76	\$24.00
No, but I would like to have one	2,195	40%	\$23.14	\$22.06
No	1,647	30%	\$24.48	\$23.75
<b>Negotiated a Raise</b>				
Yes	2,484	45%	\$24.68	\$24.00
No, but I would like to	1,201	22%	\$22.13	\$21.13
No	1,890	34%	\$24.25	\$23.15

## Adjustments

Figure 1 shows that more than half of respondents had no change in their compensation in 2013. A third (34%) reported an increase; 14% a decrease. The percent of respondents reporting increases is over twice as high as those reporting decreases.<sup>9</sup>

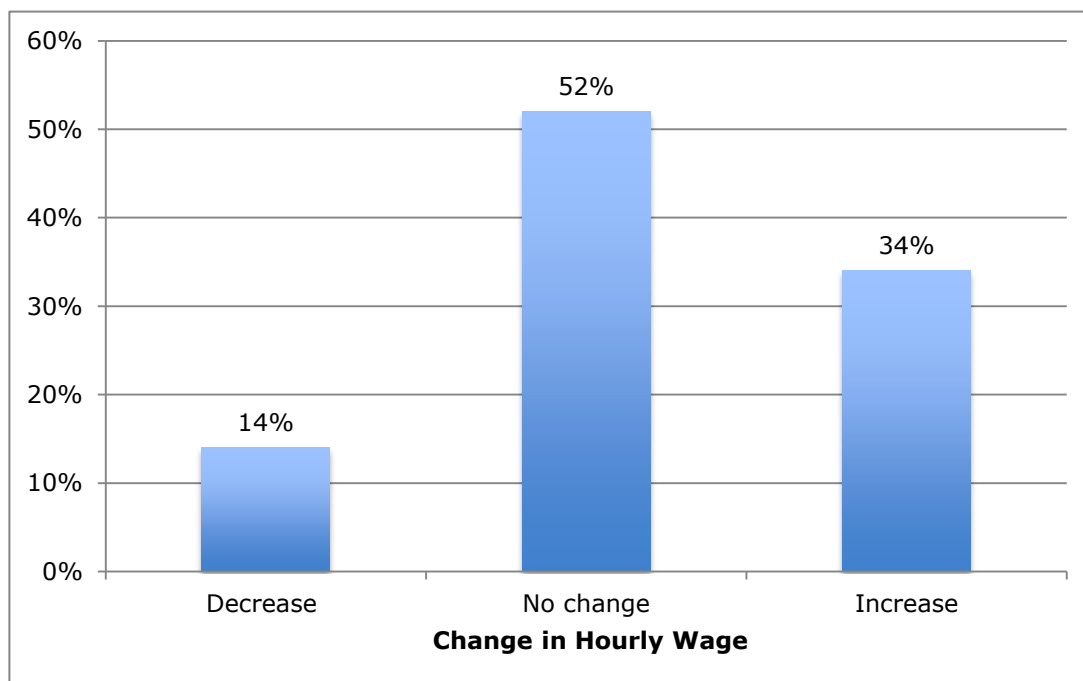


Figure 1 Change in hourly wage.

Table 34  
Ways in Which Wage Increases are Determined

	Number of Responses	% of Responses
Employment agreement	699	9%
Based on a union contract	176	2%
Based on cost of living	495	7%
Based on merit	728	10%
Based on profitability	870	16%
No wage increases	1,179	21%
Other	980	17%

<sup>9</sup> Not surveyed in Ontario.



## Overtime

Overall, 52% of respondents work overtime:

- 61% do it by choice; 39% do not;
- 71% of those who work overtime are compensated for it; 29% are not.

Compensation has a significant impact on choice:

- 85% who do it by choice are compensated for it;
- 70% who would not choose to work overtime are compensated for it.

Table 35 shows that half of those who are compensated for overtime are paid at their regular rate; a third get a premium.

Table 35  
Compensation for Overtime

Regions	Number of Responses	Percent of Responses
Paid at your regular rate	1,722	49%
Paid at a premium rate, e.g. time and a half	1,108	32%
Time bank	472	14%
Other	191	5%

Compensation rates also have a significant impact on whether overtime is worked by choice or not:

- 63% who choose to work overtime are paid a premium rate compared to 31% of those who do not;
- 63% who choose to work overtime are paid through a time bank compared to 30% of those who do not;
- 54% who choose to work overtime are paid a regular rate compared to 35% of those who do not.

## Dental Assistant Functions

Respondents who are fully aware of all the functions that a dental assistant is able to perform in their geographical area earn, on average significantly more (\$24.07) than those who are not (\$22.82).

Respondents who are able to perform all the functions for which they have been trained earn slightly less (\$23.95) than those who are not (\$24.23). In these cases, dental assistants may not be assigned to do all the functions for which they have been trained. In any event, the differences between the amounts earned are not significant.

## Benefits

The survey asked respondents to indicate the source of the benefits listed in the tables in this section. As well, they reported on how the benefit was paid:

- in whole, or in part, by their employer;
- as a contribution from their spouse's benefit package, i.e. being covered as a family member;
- in whole, or in part, by themselves;
- from another source.

The tables provide both the number and percent of respondents. However, since benefits may come from multiple sources, the percentages will not add up to 100%.

Table 36  
Annual License Fee Benefit<sup>10</sup>

	Number of responses	Percent of responses
100% of the annual license fee is paid by my employer	600	19%
Part of the annual license fee is paid by my employer	91	3%
No benefit	2,253	71%

<sup>10</sup> Not surveyed in Ontario using the same parameters.

Table 37  
Benefits Provided by Source

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Dental benefit for employee	4142	51%	2606	32%	368	5%	1044	13%
Dental benefit for family	3101	39%	2841	36%	432	5%	1612	20%
Paid sick leave	1907	27%	102	1%	217	3%	4745	68%
Registration for a professional or scientific conference	1487	50%	5	<1%	82	3%	1423	47%
Massage therapy	1191	16%	2499	34%	412	6%	3192	44%
Disability insurance	1141	16%	908	13%	866	12%	4194	59%
Physiotherapy	1078	15%	2449	34%	360	5%	3337	46%
Medical Services Plan (MSP)	1055	15%	2489	35%	462	6%	3176	44%
Chiropractic services	1046	18%	1794	30%	334	6%	2745	46%
Life insurance	958	13%	1215	16%	2673	35%	2736	36%
Critical Illness[1]	940	13%	858	12%	677	10%	4577	65%
RRSP/Pension	834	12%	606	8%	1466	20%	4272	60%
Personal malpractice insurance	660	10%	59	1%	1053	15%	5146	74%
Professional fees paid	571	19%	37	1%	80	3%	2272	77%
Physical Training program	171	6%	163	6%	76	3%	2541	86%

Table 38  
Continuing Education Benefits for Respondents Provided Partially or in Full by Source

Employer pays 100%		Spousal Policy		Employee pays		Another Source		No Benefit	
#	%	#	%	#	%	#	%	#	%
2,540	41%	27	0%	1,833	29%	57	1%	1,764	28%

Table 39  
Cost Shared Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Uniform allowance	1,756	25%	1,700	24%	53	1%	3,436	49%
Vacation exceeding 4%	3,164	46%	512	7%	56	1%	3,168	46%
Workers compensation	1,438	21%	340	5%	254	4%	4,794	70%

Table 40  
Vision Benefits for Respondents Provided Partially or in Full by Source

Employer pays 100%		Cost is shared with employer		Spousal Policy		Another Source		No Benefit	
#	%	#	%	#	%	#	%	#	%
395	5%	588	8%	2,529	35%	437	6%	3,253	45%

## Other Benefits

Table 41  
Other Benefits for Respondents

	Number of responses	Percentage of responses
Flex hours	1,119	43%
Gifts of thanks	1,481	55%
Pay bonus	2,658	36%

## Personal and Professional Issues

### Years to Stay in the Profession

Table 42 shows that almost half of the respondents (45%) plan to stay in the profession for more than 10 years. It also indicates that 28% of the group will have to be replaced by new recruits over the next five years.

Table 42  
Staying in the Profession

	Number of responses	Percentage of responses
Five years or less	1,841	28%
6 – 10 years	1,776	27%
11 – 15 years	884	13%
More than 15	2,122	32%

### Reasons to Leave the Profession

Respondents were surveyed on reasons why they would leave the profession. Table 43 shows that three of ten identify retirement, a new career and family responsibility as reasons to leave the profession. Less than 10% report a poor climate in the workplace, a lack of jobs or a move to an area where they would not be certified as reasons for not continuing as a dental assistant.

Table 43  
Reasons to Leave the Profession

	Number of Respondents	Percentage of All Respondents
Retirement	1178	36%
New Career	977	30%
Family responsibility	961	30%
Lack of employment benefits	852	26%
Poor wages	742	23%
Medical disability or health issues	658	20%
Maternity leave or extended maternity leave	648	20%
Need for new challenges	638	20%
Unsatisfactory working conditions	497	15%
Retraining/Education	372	11%
My family no longer needs the income that I earn	350	11%
Poor climate in the workplace	301	9%
No jobs available	233	7%
Moving to a location where my certification is not recognized	172	5%

## Reasons for a Second Employment

Table 44 shows the reasons respondents gave for taking on a second employment. Money, or money related items, account for 29% of the reasons, quality of working life explains another 29%.

Table 44  
 Reasons for a Second Employment<sup>11</sup>

	Number of Respondents	Percentage of All Respondents
The income I earn from my primary employer is not sufficient	166	14%
The variety it gives me	151	12%
The flexibility it gives me	139	11%
The hours from my primary employer are not sufficient	115	9%
The benefits I earn from my primary employer are not sufficient	71	6%
It's my way of networking within the profession	70	6%
I had an offer I could not refuse	60	5%
I cannot find one full-time job	44	4%

## Reasons to Like the Profession

Figure 2 shows between 80% and 90% of respondents “agree” or “strongly agree” that they like the profession because they are helping people (89%), working with people (88%), have a sense of accomplishment (83%) and the chance to learn (82%). For seven of ten, it’s being part of a team (78%) and making a difference (77%). Sixty-two percent gave the same rating for flexibility.

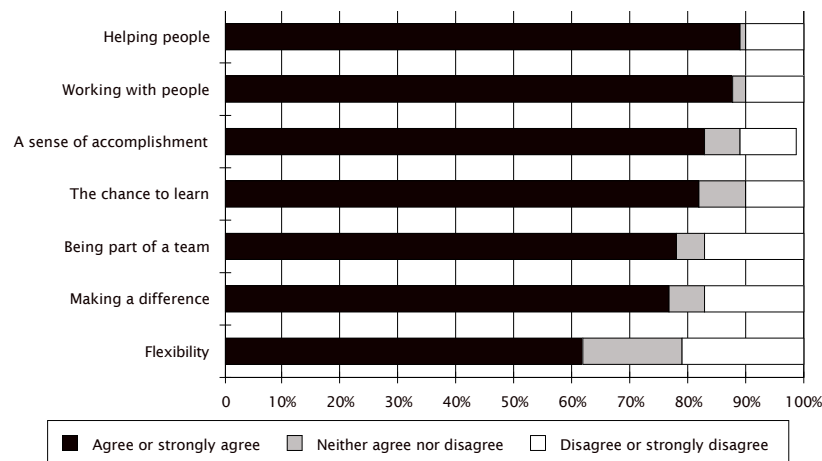


Figure 2 Reasons to like the profession

<sup>11</sup> Not surveyed in Ontario.

## Costs and Benefits of Advanced Training

In weighing the costs and benefits, respondents are more likely to pursue advanced training for their personal or professional development and to gain access to more interesting work.

Costs and benefits are about even when the outcome is higher income or better benefits, or when the amount of effort is considered.

The dollar cost of the training (money paid) and the opportunity cost of the training (money the dental assistant didn't earn during the training period) are seen as costs that exceed benefits.

These results are illustrated in Figure 3.

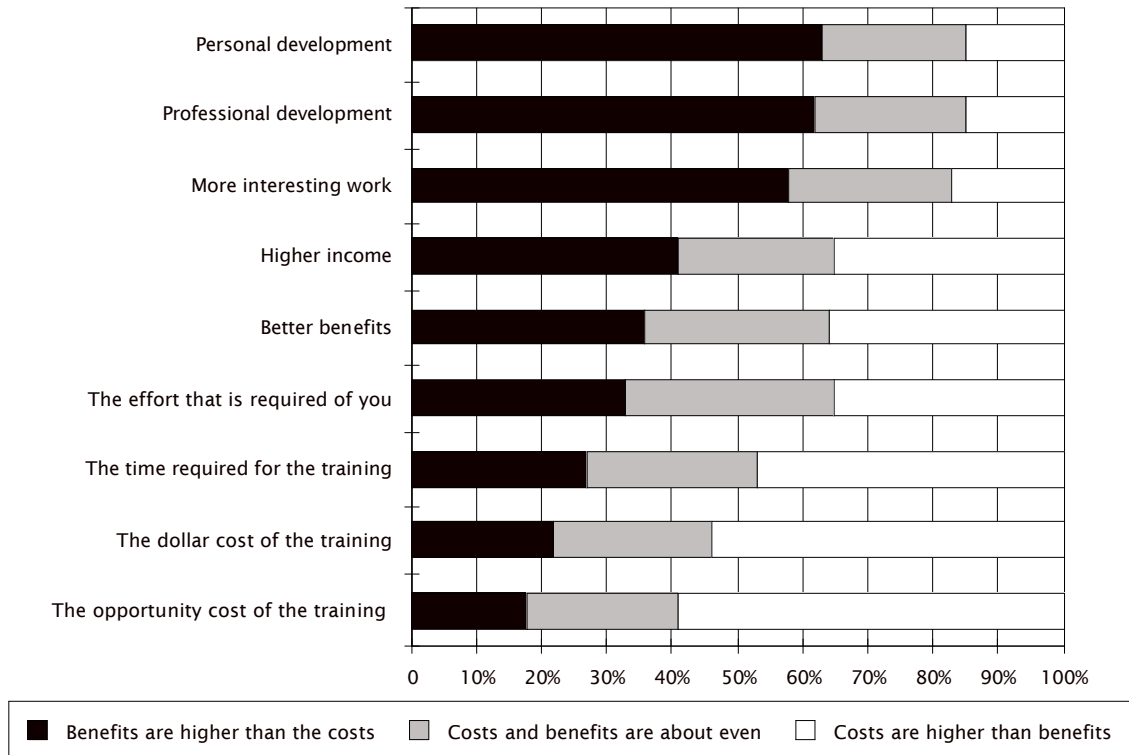


Figure 3 Costs and benefits of advanced training

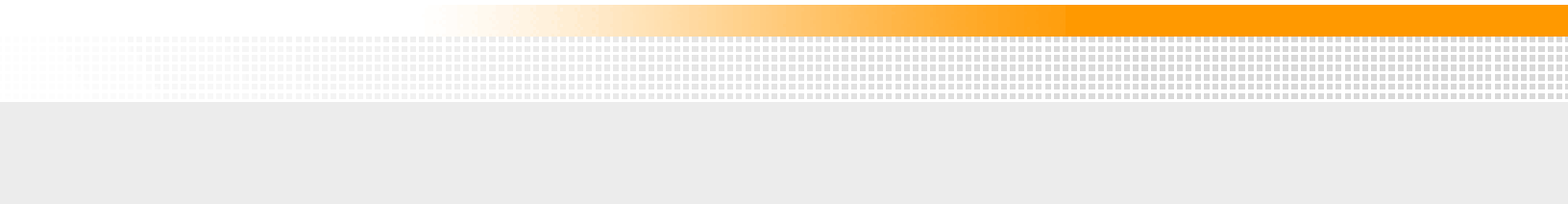
Almost all (99%) of respondents identified themselves as female.

---



# Appendix A

Results by Province





## Alberta

### Hourly Wages

#### Work Setting

Table 45  
Hourly Wage for Respondents by Work Setting

Work Setting	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Private Practice - General Dentistry	878	68%	\$28.45	\$28.00	\$23.34	\$22.50
Private Practice - Specialty	214	17%	\$29.59	\$29.87	\$24.92	\$24.00
Private Practice - General and Specialty	93	7%	\$28.03	\$28.00	\$22.69	\$22.00
Public Educational Facility - Teaching	10	1%	\$45.20	\$46.50	\$39.23	\$39.00
Public Educational Facility - Administration	*	*	*	*	\$29.69	\$26.49
Public Educational Facility - Clinical Assistant	6	%	\$32.63	\$35.00	\$26.85	\$25.00
Private Educational Facility - Teaching	4	%	\$32.60	\$36.68	\$27.91	\$27.00
Private Educational Facility - Administration	*	*	*	*	*	*
Private Educational Facility - Clinical Assistant	*	*	*	*	\$24.74	\$20.99
Hospital	10	1%	\$36.68	\$35.86	\$27.34	\$25.84
Institution such as custodial care or extended care	*	*	*	*	\$25.74	\$26.50
Community/Public Health	36	3%	\$34.49	\$35.84	\$28.66	\$28.00
Insurance	*	*	*	*	\$23.79	\$25.38
Dental Supply	*	*	*	*	\$30.53	\$29.84
Regulatory body such as the provincial association of dental assistants	*	*	*	*	\$39.93	\$35.00
Other	19	1%	\$30.52	\$29.97	\$26.36	\$25.00

## Job Sharing

Table 46  
Hourly Wage for Respondents by Job Sharing

Job Share Status	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Yes and this is my choice	187	15%	\$28.07	\$28.00	\$24.31	\$24.00
Yes but this is not my choice	45	4%	\$27.75	\$28.00	\$22.01	\$21.52
No	984	81%	\$29.23	\$29.00	\$25.28	\$25.00

## Time at Work

Table 47  
Hourly Wage for Respondents by Time at Work

Time at Work	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Full-time	863	70%	\$28.81	\$28.00	\$24.07	\$23.00
Part-time	345	28%	\$29.11	\$29.00	\$23.74	\$23.00
Relief/Temp	25	2%	\$31.12	\$30.00	\$22.86	\$21.10

## Hours Worked per Week

Table 48  
Hourly Wage for Respondents by Number of Hours Worked per Week

Hours Worked	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Less than 20	349	29%	\$29.13	\$29.00	\$23.58	\$23.00
20 to 29	786	65%	\$28.78	\$28.43	\$23.98	\$23.00
30 to 35	82	7%	\$29.38	\$28.00	\$23.97	\$23.00
36 to 40	349	29%	\$29.13	\$29.00	\$23.80	\$23.00
More than 40	786	65%	\$28.78	\$28.43	\$27.00	\$26.00

## Wages in the Business Office or Office Managers

Table 49

Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Yes	129	16%	\$27.84	\$27.00	\$22.85	\$22.00
No	655	84%	\$28.99	\$29.00	\$24.10	\$23.00

## Employment Position

Table 50

Hourly Wage for Respondents by Employment Position

Position	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Chair side Level One	123	9%	\$26.71	\$26.00	\$22.40	\$22.00
Chairside dental assistant intra-oral including specialties	891	68%	\$28.73	\$28.50	\$23.51	\$23.00
Receptionist	73	6%	\$27.62	\$28.00	\$22.61	\$22.00
Financial coordinator	*	*	*	*	\$25.94	\$24.50
Treatment coordinator	34	3%	\$31.22	\$31.00	\$25.41	\$25.00
Manager (office/program/department)	50	4%	\$33.38	\$31.50	\$28.71	\$28.00
Hygienist coordinator	*	*	*	*	\$20.14	\$20.00
Hygienist	*	*	*	*	\$28.90	\$30.00
Dental Sales	23	2%	\$37.06	\$35.00	\$32.88	\$29.67
Dental Education	6	%	\$26.67	\$24.00	\$31.50	\$28.00
Insurance claims	101	8%	\$29.35	\$30.00	\$25.10	\$25.43
Other	*	*	*	*	\$24.46	\$24.00

## Year of Graduation

Table 51  
Hourly Wage for Respondents by Year of Graduation

Range of Years	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
2000 or before	541	51%	\$31.11	\$30.00	\$25.92	\$25.00
2001-2005	154	14%	\$29.55	\$29.00	\$23.69	\$23.00
2006 or after	376	35%	\$25.88	\$26.00	\$20.99	\$20.00

## Orthodontic Module

Table 52  
Hourly Wage for Respondents by Completion of the Orthodontic Module

Completion of Module and Practice	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Yes	392	31%	\$29.89	\$30.00	\$27.48	\$27.00
No	888	69%	\$28.53	\$28.00	\$25.65	\$25.00

## Prosthodontic Module

Table 53  
Hourly Wage for Respondents by Completion of the Prosthodontic Module

Completion of Module and Practice	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Yes	444	35%	\$29.63	\$29.00	\$28.64	\$28.00
No	819	65%	\$28.55	\$28.00	\$25.40	\$25.00

## Scaling or Limited Scaling Course

Table 54  
Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course

Completion of Module and Practice	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Yes	541	0	\$28.86	\$28.00	\$27.73	\$28.00
No	738	1	\$28.95	\$29.00	\$26.12	\$26.00

## Periodontal Screening and Recording Course

Table 55  
Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
Yes	541	42%	\$28.86	\$28.00	\$28.13	\$28.00
No	738	58%	\$28.95	\$29.00	\$25.50	\$25.00

## Age

Table 56  
Hourly Wage for Respondents by Age

Age Group	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
30 or less	380	30%	\$26.28	\$26.00	\$21.41	\$20.27
30 - 35	169	13%	\$28.51	\$28.00	\$23.23	\$22.34
36 - 40	159	12%	\$29.48	\$29.00	\$23.91	\$23.00
41 - 45	178	14%	\$29.99	\$30.00	\$24.81	\$24.00
46 - 50	172	13%	\$30.95	\$30.00	\$25.33	\$24.77
51 and over	218	17%	\$31.46	\$30.50	\$26.37	\$25.00

## Years in the Current Office

Table 57  
Hourly Wage for Respondents by Years in the Same Office

Completion of Module and Practice	Responses Alberta		Alberta		All	
	Number	%	Average	Median	Average	Median
One year or less	223	25%	\$25.96	\$26.00	\$22.35	\$22.00
2 to 3	167	19%	\$27.30	\$27.00	\$23.52	\$23.00
4 to 7	203	23%	\$29.89	\$29.50	\$25.38	\$25.00
8 to 12	112	13%	\$30.55	\$30.00	\$25.38	\$24.95
13 to 20	102	12%	\$31.62	\$31.00	\$26.78	\$26.00
21 or more	75	9%	\$32.66	\$32.00	\$28.10	\$27.82

## Benefits

### Annual Licence Fee

Table 58  
Annual License Fee Benefit for Respondents

Annual license fee	Alberta		All	
	#	%	#	%
100% of the annual license fee is paid by my employer	277	21%	600	19%
Part of the annual license fee is paid by my employer	51	4%	91	3%
None of the annual license fee is paid by my employer	984	75%	2,253	71%

### Benefits by Source

Table 59  
Benefits Provided by Source for Respondents

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Chiropractic services								
Alberta	377	23%	546	33%	101	6%	644	39%
All	1,046	18%	1,794	30%	334	6%	2,745	46%
Critical Illness <sup>12</sup>								
Alberta	275	17%	251	16%	168	11%	889	56%
All	940	13%	858	12%	677	10%	4,577	65%
Dental benefit for employee								
Alberta	1,057	55%	585	31%	105	5%	163	9%
All	4,142	51%	2,606	32%	368	5%	1,044	13%
Dental benefit for family								
Alberta	846	45%	651	35%	116	6%	270	14%
All	3,101	39%	2,841	36%	432	5%	1,612	20%
Disability insurance								
Alberta	328	21%	230	14%	211	13%	825	52%
All	1,141	16%	908	13%	866	12%	4,194	59%
Life insurance								
Alberta	271	16%	324	19%	463	27%	636	38%
All	958	13%	1,215	16%	2,673	35%	2,736	36%
Massage therapy								
Alberta	383	23%	578	35%	110	7%	604	36%
All	1,191	16%	2,499	34%	412	6%	3,192	44%
Medical Services Plan (MSP)								
Alberta	314	19%	557	34%	134	8%	618	38%
All	1,055	15%	2,489	35%	462	6%	3,176	44%
Paid sick leave								

<sup>12</sup> Usually a lump sum payment

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Alberta	427	28%	26	2%	34	2%	1,056	68%
All	1,907	27%	102	1%	217	3%	4,745	68%
Personal malpractice insurance								
Alberta	243	16%	13	1%	548	35%	743	48%
All	660	10%	59	1%	1,053	15%	5,146	74%
Physiotherapy								
Alberta	334	20%	563	34%	96	6%	656	40%
All	1,078	15%	2,449	34%	360	5%	3,337	46%
Physical Training program								
Alberta	102	7%	103	7%	47	3%	1,273	83%
All	171	6%	163	6%	76	3%	2,541	86%
Professional fees paid								
Alberta	314	21%	11	1%	49	3%	1,157	76%
All	571	19%	37	1%	80	3%	2,272	77%
Registration for a professional or scientific conference								
Alberta	726	47%	2	<1%	48	3%	777	50%
All	1,487	50%	5	<1%	82	3%	1,423	47%
RRSP/Pension								
Alberta	207	13%	114	7%	258	16%	1,008	64%
All	834	12%	606	8%	1,466	20%	4,272	60%

Table 60  
Continuing Education Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Spousal Policy		Employee pays		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Alberta	746	44%	10	1%	483	28%	23	1%	450	26%
All	2,540	41%	27	0%	1,833	29%	57	1%	1,764	28%

Table 61  
Cost Shared Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
<b>Uniform allowance</b>								
Alberta	471	31%	403	26%	14	1%	649	42%
All	1,756	25%	1,700	24%	53	1%	3,436	49%
<b>Vacation exceeding 4%</b>								
Alberta	638	42%	120	8%	15	1%	751	49%
All	3,164	46%	512	7%	56	1%	3,168	46%
<b>Workers compensation</b>								
Alberta	321	21%	96	6%	63	4%	1,032	68%
All	1,438	21%	340	5%	254	4%	4,794	70%

Table 62  
Vision Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Alberta	105	6%	162	10%	584	36%	132	8%	654	40%
All	395	5%	588	8%	2,529	35%	437	6%	3,253	45%

## Other Benefits

Table 63  
Other Benefits for Respondents

	Alberta		All	
	Number of responses	Percentage of responses	Number of responses	Percentage of responses
Flex hours	278	19%	1,119	43%
Gifts of thanks	790	52%	1,481	55%
Pay bonus	674	44%	2,658	36%



## Saskatchewan

### Hourly Wages

#### Work Setting

Table 64  
Hourly Wage for Respondents by Work Setting

Work Setting	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Private Practice - General Dentistry	211	73%	\$25.29	\$24.50	\$23.34	\$22.50
Private Practice - Specialty	39	13%	\$27.10	\$26.80	\$24.92	\$24.00
Private Practice - General and Specialty	11	4%	\$24.17	\$24.00	\$22.69	\$22.00
Public Educational Facility - Teaching	6	2%	\$42.83	\$47.50	\$39.23	\$39.00
Public Educational Facility - Administration	*	*	*	*	\$29.69	\$26.49
Public Educational Facility - Clinical Assistant	*	*	*	*	\$26.85	\$25.00
Private Educational Facility - Teaching	*	*	*	*	\$27.91	\$27.00
Private Educational Facility - Administration	*	*	*	*	*	*
Private Educational Facility - Clinical Assistant	*	*	*	*	\$24.74	\$20.99
Hospital	*	*	*	*	\$27.34	\$25.84
Institution such as custodial care or extended care	*	*	*	*	\$25.74	\$26.50
Community/Public Health	7	2%	\$22.63	\$21.89	\$28.66	\$28.00
Insurance	*	*	*	*	\$23.79	\$25.38
Dental Supply	*	*	*	*	\$30.53	\$29.84
Regulatory body such as the provincial association of dental assistants	*	*	*	*	\$39.93	\$35.00
Other	9	3%	\$28.95	\$28.04	\$26.36	\$25.00

## Job Sharing

Table 65  
Hourly Wage for Respondents by Job Sharing

Job Share Status	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Yes and this is my choice	22	8%	\$25.09	\$25.00	\$24.31	\$24.00
Yes but this is not my choice	6	2%	\$21.08	\$23.50	\$22.01	\$21.52
No	242	90%	\$25.97	\$25.00	\$25.28	\$25.00

## Time at Work

Table 66  
Hourly Wage for Respondents by Time at Work

Time at Work	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Full-time	212	78%	\$25.69	\$25.00	\$24.07	\$23.00
Part-time	51	19%	\$26.42	\$25.00	\$23.74	\$23.00
Relief/Temp	10	4%	\$23.40	\$25.50	\$22.86	\$21.10

## Hours Worked per Week

Table 67  
Hourly Wage for Respondents by Number of Hours Worked per Week

Hours Worked	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Less than 20	47	17%	\$25.62	\$25.00	\$23.58	\$23.00
20 to 29	207	77%	\$25.49	\$24.50	\$23.98	\$23.00
30 to 35	15	6%	\$27.56	\$26.50	\$23.97	\$23.00
36 to 40	47	17%	\$25.62	\$25.00	\$23.80	\$23.00
More than 40	207	77%	\$25.49	\$24.50	\$27.00	\$26.00

## Wages in the Business Office or Office Managers

Table 68

Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Yes	37	20%	\$24.55	\$23.50	\$22.85	\$22.00
No	144	80%	\$25.45	\$25.00	\$24.10	\$23.00

## Employment Position

Table 69

Hourly Wage for Respondents by Employment Position

Position	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Chairside Level One	19	6%	\$22.41	\$22.50	\$22.40	\$22.00
Chairside dental assistant intra-oral including specialties	186	63%	\$24.95	\$24.50	\$23.51	\$23.00
Receptionist	31	10%	\$25.44	\$26.00	\$22.61	\$22.00
Financial coordinator	*	*	*	*	\$25.94	\$24.50
Treatment coordinator	9	3%	\$28.69	\$28.00	\$25.41	\$25.00
Manager (office/program/department)	*	*	*	*	\$28.71	\$28.00
Hygienist coordinator	8	3%	\$31.25	\$35.00	\$20.14	\$20.00
Hygienist	*	*	*	*	\$28.90	\$30.00
Dental Sales	9	3%	\$37.01	\$36.00	\$32.88	\$29.67
Dental Education	*	*	*	*	\$31.50	\$28.00
Insurance claims	30	10%	\$26.47	\$27.00	\$25.10	\$25.43
Other	*	*	*	*	\$24.46	\$24.00

## Year of Graduation

Table 70  
Hourly Wage for Respondents by Year of Graduation

Range of Years	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
2000 or before	140	53%	\$27.61	\$26.13	\$25.92	\$25.00
2001-2005	26	10%	\$26.18	\$25.75	\$23.69	\$23.00
2006 or after	96	37%	\$23.37	\$23.00	\$20.99	\$20.00

## Orthodontic Module

Table 71  
Hourly Wage for Respondents by Completion of the Orthodontic Module

Completion of Module and Practice	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Yes	72	25%	\$28.94	\$27.25	\$27.48	\$27.00
No	219	75%	\$24.84	\$24.00	\$25.65	\$25.00

## Prosthodontic Module

Table 72  
Hourly Wage for Respondents by Completion of the Prosthodontic Module

Completion of Module and Practice	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Yes	32	11%	\$25.62	\$25.00	\$28.64	\$28.00
No	249	89%	\$25.76	\$25.00	\$25.40	\$25.00

## Scaling or Limited Scaling Course

Table 73  
Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course

Completion of Module and Practice	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Yes	5	2%	\$26.11	\$23.00	\$27.73	\$28.00
No	277	98%	\$25.73	\$25.00	\$26.12	\$26.00

## Periodontal Screening and Recording Course

Table 74

Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
Yes	24	9%	\$23.14	\$22.50	\$28.13	\$28.00
No	232	91%	\$22.38	\$22.00	\$25.50	\$25.00

## Age

Table 75

Hourly Wage for Respondents by Age

Age Group	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
30 or less	110	38%	\$23.37	\$23.00	\$21.41	\$20.27
30 - 35	27	9%	\$25.99	\$25.50	\$23.23	\$22.34
36 - 40	29	10%	\$26.86	\$26.00	\$23.91	\$23.00
41 - 45	29	10%	\$29.02	\$27.00	\$24.81	\$24.00
46 - 50	36	12%	\$26.54	\$26.75	\$25.33	\$24.77
51 and over	61	21%	\$27.66	\$26.00	\$26.37	\$25.00

## Years in the Current Office

Table 76

Hourly Wage for Respondents by Years in the Same Office

Completion of Module and Practice	Responses Saskatchewan		Saskatchewan		All	
	Number	%	Average	Median	Average	Median
One year or less	51	25%	\$22.69	\$23.00	\$22.35	\$22.00
2 to 3	38	19%	\$24.65	\$23.87	\$23.52	\$23.00
4 to 7	41	20%	\$28.01	\$26.00	\$25.38	\$25.00
8 to 12	18	9%	\$25.20	\$25.88	\$25.38	\$24.95
13 to 20	28	14%	\$27.49	\$26.71	\$26.78	\$26.00
21 or more	28	14%	\$27.42	\$27.14	\$28.10	\$27.82

## Benefits

### Annual Licence Fee

Table 77  
Annual License Fee Benefit for Respondents

Annual license fee	Saskatchewan		All	
	#	%	#	%
100% of the annual license fee is paid by my employer	117	33%	600	19%
Part of the annual license fee is paid by my employer	12	3%	91	3%
None of the annual license fee is paid by my employer	229	64%	2,253	71%

### Benefits by Source

Table 78  
Benefits Provided by Source for Respondents

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Chiropractic services								
Saskatchewan	95	24%	111	28%	54	14%	138	35%
All	1,046	18%	1,794	30%	334	6%	2,745	46%
Critical Illness <sup>13</sup>								
Saskatchewan	78	21%	49	13%	52	14%	200	53%
All	940	13%	858	12%	677	10%	4,577	65%
Dental benefit for employee								
Saskatchewan	271	61%	117	26%	29	7%	28	6%
All	4,142	51%	2,606	32%	368	5%	1,044	13%
Dental benefit for family								
Saskatchewan	186	43%	140	33%	40	9%	64	15%
All	3,101	39%	2,841	36%	432	5%	1,612	20%
Disability insurance								
Saskatchewan	99	27%	49	13%	59	16%	166	45%
All	1,141	16%	908	13%	866	12%	4,194	59%
Life insurance								
Saskatchewan	77	19%	66	16%	130	32%	133	33%
All	958	13%	1,215	16%	2,673	35%	2,736	36%
Massage therapy								
Saskatchewan	99	25%	124	31%	51	13%	121	31%
All	1,191	16%	2,499	34%	412	6%	3,192	44%
Medical Services Plan (MSP)								
Saskatchewan	89	23%	124	32%	57	15%	122	31%
All	1,055	15%	2,489	35%	462	6%	3,176	44%
Paid sick leave								

<sup>13</sup> usually a lump sum payment

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Saskatchewan	114	32%	6	2%	12	3%	227	63%
All	1,907	27%	102	1%	217	3%	4,745	68%
Personal malpractice insurance								
Saskatchewan	75	21%	2	1%	52	15%	224	63%
All	660	10%	59	1%	1,053	15%	5,146	74%
Physiotherapy								
Saskatchewan	86	22%	106	27%	45	12%	149	39%
All	1,078	15%	2,449	34%	360	5%	3,337	46%
Physical Training program								
Saskatchewan	32	9%	20	6%	8	2%	296	83%
All	171	6%	163	6%	76	3%	2,541	86%
Professional fees paid								
Saskatchewan	117	32%	3	1%	9	2%	233	64%
All	571	19%	37	1%	80	3%	2,272	77%
Registration for a professional or scientific conference								
Saskatchewan	245	68%	2	1%	7	2%	105	29%
All	1,487	50%	5	<1%	82	3%	1,423	47%
RRSP/Pension								
Saskatchewan	56	15%	26	7%	72	19%	217	58%
All	834	12%	606	8%	1,466	20%	4,272	60%

Table 79  
Continuing Education Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Spousal Policy		Employee pays		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Saskatchewan	252	64%	4	1%	82	21%	4	1%	49	13%
All	2,540	41%	27	0%	1,833	29%	57	1%	1,764	28%

Table 80  
Cost Shared Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Uniform allowance								
Saskatchewan	92	26%	148	41%	2	1%	115	32%
All	1,756	25%	1,700	24%	53	1%	3,436	49%
Vacation exceeding 4%								
Saskatchewan	170	48%	43	12%	3	1%	140	39%
All	3,164	46%	512	7%	56	1%	3,168	46%
Workers compensation								
Saskatchewan	147	42%	33	9%	27	8%	142	41%
All	1,438	21%	340	5%	254	4%	4,794	70%

Table 81  
Vision Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Saskatchewan	30	8%	55	14%	124	32%	50	13%	125	33%
All	395	5%	588	8%	2,529	35%	437	6%	3,253	45%

## Other Benefits

Table 82  
Other Benefits for Respondents

	Saskatchewan		All	
	Number of responses	Percentage of responses	Number of responses	Percentage of responses
Flex hours	63	18%	1,119	43%
Gifts of thanks	183	52%	1,481	55%
Pay bonus	151	43%	2,658	36%



## Manitoba

### Hourly Wages

#### Work Setting

Table 83  
Hourly Wage for Respondents by Work Setting

Work Setting	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Private Practice - General Dentistry	176	66%	\$22.13	\$21.88	\$23.34	\$22.50
Private Practice - Specialty	51	19%	\$23.17	\$23.00	\$24.92	\$24.00
Private Practice - General and Specialty	17	6%	\$20.40	\$20.00	\$22.69	\$22.00
Public Educational Facility - Teaching	*	*	*	*	\$39.23	\$39.00
Public Educational Facility - Administration	*	*	*	*	\$29.69	\$26.49
Public Educational Facility - Clinical Assistant	*	*	*	*	\$26.85	\$25.00
Private Educational Facility - Teaching	*	*	*	*	\$27.91	\$27.00
Private Educational Facility - Administration	*	*	*	*	*	*
Private Educational Facility - Clinical Assistant	*	*	*	*	\$24.74	\$20.99
Hospital	*	*	*	*	\$27.34	\$25.84
Institution such as custodial care or extended care	*	*	*	*	\$25.74	\$26.50
Community/Public Health	*	*	*	*	\$28.66	\$28.00
Insurance	*	*	*	*	\$23.79	\$25.38
Dental Supply	*	*	*	*	\$30.53	\$29.84
Regulatory body such as the provincial association of dental assistants	*	*	*	*	\$39.93	\$35.00
Other	*	*	*	*	\$26.36	\$25.00

## Job Sharing

Table 84  
Hourly Wage for Respondents by Job Sharing

Job Share Status	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Yes and this is my choice	32	13%	\$21.08	\$20.96	\$24.31	\$24.00
Yes but this is not my choice	11	4%	\$20.91	\$22.00	\$22.01	\$21.52
No	202	82%	\$22.75	\$22.40	\$25.28	\$25.00

## Time at Work

Table 85  
Hourly Wage for Respondents by Time at Work

Time at Work	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Full-time	188	75%	\$22.74	\$22.45	\$24.07	\$23.00
Part-time	59	23%	\$21.57	\$21.00	\$23.74	\$23.00
Relief/Temp	5	2%	\$17.65	\$16.50	\$22.86	\$21.10

## Hours Worked per Week

Table 86  
Hourly Wage for Respondents by Number of Hours Worked per Week

Hours Worked	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Less than 20	51	21%	\$21.86	\$21.00	\$23.58	\$23.00
20 to 29	182	73%	\$22.48	\$22.00	\$23.98	\$23.00
30 to 35	15	6%	\$22.99	\$22.30	\$23.97	\$23.00
36 to 40	51	21%	\$21.86	\$21.00	\$23.80	\$23.00
More than 40	182	73%	\$22.48	\$22.00	\$27.00	\$26.00

## Wages in the Business Office or Office Managers

Table 87

Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Yes	34	23%	\$22.29	\$21.82	\$22.85	\$22.00
No	114	77%	\$22.73	\$22.00	\$24.10	\$23.00

## Employment Position

Table 88

Hourly Wage for Respondents by Employment Position

Position	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Chairside Level One	32	12%	\$23.00	\$22.90	\$22.40	\$22.00
Chairside dental assistant intra-oral including specialties	192	71%	\$21.92	\$21.57	\$23.51	\$23.00
Receptionist	14	5%	\$22.20	\$23.51	\$22.61	\$22.00
Financial coordinator	*	*	*	*	\$25.94	\$24.50
Treatment coordinator	*	*	*	*	\$25.41	\$25.00
Manager (office/program/department)	10	4%	\$26.15	\$25.42	\$28.71	\$28.00
Hygienist coordinator	*	*	*	*	\$20.14	\$20.00
Hygienist	*	*	*	*	\$28.90	\$30.00
Dental Sales	8	3%	\$29.88	\$27.40	\$32.88	\$29.67
Dental Education	*	*	*	*	\$31.50	\$28.00
Insurance claims	11	4%	\$22.17	\$22.00	\$25.10	\$25.43
Other	*	*	*	*	\$24.46	\$24.00

## Year of Graduation

Table 89  
Hourly Wage for Respondents by Year of Graduation

Range of Years	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
2000 or before	120	54%	\$24.53	\$23.73	\$25.92	\$25.00
2001-2005	28	13%	\$22.06	\$22.20	\$23.69	\$23.00
2006 or after	75	34%	\$19.66	\$20.00	\$20.99	\$20.00

## Orthodontic Module

Table 90  
Hourly Wage for Respondents by Completion of the Orthodontic Module

Completion of Module and Practice	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Yes	119	45%	\$22.36	\$22.00	\$27.48	\$27.00
No	145	55%	\$22.48	\$22.00	\$25.65	\$25.00

## Prosthodontic Module

Table 91  
Hourly Wage for Respondents by Completion of the Prosthodontic Module

Completion of Module and Practice	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Yes	9	4%	\$26.17	\$24.00	\$28.64	\$28.00
No	246	96%	\$22.32	\$22.00	\$25.40	\$25.00

## Scaling or Limited Scaling Course

Table 92  
Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course

Completion of Module and Practice	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Yes	22	9%	\$24.08	\$23.05	\$27.73	\$28.00
No	231	91%	\$22.29	\$21.79	\$26.12	\$26.00

## Periodontal Screening and Recording Course

Table 93

Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
Yes	24	9%	\$23.14	\$22.50	\$28.13	\$28.00
No	232	91%	\$22.38	\$22.00	\$25.50	\$25.00

## Age

Table 94

Hourly Wage for Respondents by Age

Age Group	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
30 or less	61	23%	\$19.73	\$19.78	\$21.41	\$20.27
30 - 35	43	16%	\$21.14	\$20.30	\$23.23	\$22.34
36 - 40	32	12%	\$22.39	\$22.00	\$23.91	\$23.00
41 - 45	37	14%	\$24.31	\$24.48	\$24.81	\$24.00
46 - 50	39	15%	\$23.48	\$22.50	\$25.33	\$24.77
51 and over	54	20%	\$24.70	\$23.88	\$26.37	\$25.00

## Years in the Current Office

Table 95

Hourly Wage for Respondents by Years in the Same Office

Completion of Module and Practice	Responses Manitoba		Manitoba		All	
	Number	%	Average	Median	Average	Median
One year or less	37	21%	\$20.17	\$19.50	\$22.35	\$22.00
2 to 3	25	14%	\$20.77	\$21.00	\$23.52	\$23.00
4 to 7	46	26%	\$22.03	\$22.00	\$25.38	\$25.00
8 to 12	21	12%	\$22.38	\$21.48	\$25.38	\$24.95
13 to 20	25	14%	\$24.30	\$24.00	\$26.78	\$26.00
21 or more	25	14%	\$25.35	\$25.00	\$28.10	\$27.82

## Benefits

### Annual Licence Fee

Table 96  
Annual License Fee Benefit for Respondents

Annual license fee	Manitoba		All	
	#	%	#	%
100% of the annual license fee is paid by my employer	37	11%	600	19%
Part of the annual license fee is paid by my employer	7	2%	91	3%
None of the annual license fee is paid by my employer	282	87%	2,253	71%

### Benefits by Source

Table 97  
Benefits Provided by Source for Respondents

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Chiropractic services								
Manitoba	68	20%	103	30%	29	8%	145	42%
All	1,046	18%	1,794	30%	334	6%	2,745	46%
Critical Illness <sup>14</sup>								
Manitoba	52	1%	39	1%	47	1%	197	97%
All	940	13%	858	12%	677	10%	4,577	65%
Dental benefit for employee								
Manitoba	199	52%	126	33%	20	5%	39	10%
All	4,142	51%	2,606	32%	368	5%	1,044	13%
Dental benefit for family								
Manitoba	152	40%	138	36%	23	6%	68	18%
All	3,101	39%	2,841	36%	432	5%	1,612	20%
Disability insurance								
Manitoba	75	22%	39	11%	50	15%	176	52%
All	1,141	16%	908	13%	866	12%	4,194	59%
Life insurance								
Manitoba	70	19%	52	14%	115	32%	125	35%
All	958	13%	1,215	16%	2,673	35%	2,736	36%
Massage therapy								
Manitoba	71	20%	109	31%	35	10%	137	39%
All	1,191	16%	2,499	34%	412	6%	3,192	44%
Medical Services Plan (MSP)								
Manitoba	59	17%	97	29%	30	9%	153	45%
All	1,055	15%	2,489	35%	462	6%	3,176	44%
Paid sick leave								

<sup>14</sup> usually a lump sum payment

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Manitoba	101	30%	3	1%	10	3%	219	66%
All	1,907	27%	102	1%	217	3%	4,745	68%
Personal malpractice insurance								
Manitoba	49	15%	1	<1%	72	22%	204	63%
All	660	10%	59	1%	1,053	15%	5,146	74%
Physiotherapy								
Manitoba	65	19%	110	32%	28	8%	139	41%
All	1,078	15%	2,449	34%	360	5%	3,337	46%
Physical Training program								
Manitoba	5	2%	15	5%	5	2%	299	92%
All	171	6%	163	6%	76	3%	2,541	86%
Professional fees paid								
Manitoba	40	12%	3	1%	4	1%	275	85%
All	571	19%	37	1%	80	3%	2,272	77%
Registration for a professional or scientific conference								
Manitoba	138	42%	0	0%	8	2%	183	56%
All	1,487	50%	5	<1%	82	3%	1,423	47%
RRSP/Pension								
Manitoba	38	11%	21	6%	73	21%	209	61%
All	834	12%	606	8%	1,466	20%	4,272	60%

Table 98  
Continuing Education Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Spousal Policy		Employee pays		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Manitoba	133	35%	2	1%	154	40%	2	1%	94	24%
All	2,540	41%	27	<1%	1,833	29%	57	1%	1,764	28%

Table 99  
Cost Shared Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
<b>Uniform allowance</b>								
Manitoba	63	19%	76	23%	3	1%	187	57%
All	1,756	25%	1,700	24%	53	1%	3,436	49%
<b>Vacation exceeding 4%</b>								
Manitoba	166	52%	18	6%	1	<1%	137	43%
All	3,164	46%	512	7%	56	1%	3,168	46%
<b>Workers compensation</b>								
Manitoba	34	10%	22	7%	18	6%	250	77%
All	1,438	21%	340	5%	254	4%	4,794	70%

Table 100  
Vision Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Manitoba	105	6%	162	10%	584	36%	132	8%	654	40%
All	395	5%	588	8%	2,529	35%	437	6%	3,253	45%

## Other Benefits

Table 101  
Other Benefits for Respondents

	Manitoba		All	
	Number of responses	Percentage of responses	Number of responses	Percentage of responses
Flex hours	43	14%	1,119	43%
Gifts of thanks	141	44%	1,481	55%
Pay bonus	125	39%	2,658	36%



## Nova Scotia

### Hourly Wages

#### Work Setting

Table 102  
Hourly Wage for Respondents by Work Setting

Work Setting	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Private Practice - General Dentistry	78	68%	\$19.47	\$19.42	\$23.34	\$22.50
Private Practice - Specialty	19	17%	\$20.70	\$19.50	\$24.92	\$24.00
Private Practice - General and Specialty	8	7%	\$20.99	\$20.75	\$22.69	\$22.00
Public Educational Facility - Teaching	*	*	*	*	\$39.23	\$39.00
Public Educational Facility - Administration	*	*	*	*	\$29.69	\$26.49
Public Educational Facility - Clinical Assistant	*	*	*	*	\$26.85	\$25.00
Private Educational Facility - Teaching	*	*	*	*	\$27.91	\$27.00
Private Educational Facility - Administration	*	*	*	*	*	*
Private Educational Facility - Clinical Assistant	*	*	*	*	\$24.74	\$20.99
Hospital	5	4%	\$21.16	\$20.50	\$27.34	\$25.84
Institution such as custodial care or extended care	*	*	*	*	\$25.74	\$26.50
Community/Public Health	*	*	*	*	\$28.66	\$28.00
Insurance	*	*	*	*	\$23.79	\$25.38
Dental Supply	*	*	*	*	\$30.53	\$29.84
Regulatory body such as the provincial association of dental assistants	*	*	*	*	\$39.93	\$35.00
Other	*	*	*	*	\$26.36	\$25.00

## Job Sharing

Table 103  
Hourly Wage for Respondents by Job Sharing

Job Share Status	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes and this is my choice	9	8%	\$19.47	\$19.00	\$24.31	\$24.00
Yes but this is not my choice	7	6%	\$18.86	\$18.00	\$22.01	\$21.52
No	93	85%	\$20.34	\$19.50	\$25.28	\$25.00

## Time at Work

Table 104  
Hourly Wage for Respondents by Time at Work

Time at Work	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Full-time	94	84%	\$20.15	\$19.50	\$24.07	\$23.00
Part-time	15	13%	\$20.28	\$19.25	\$23.74	\$23.00
Relief/Temp	*	*	*	*	\$22.86	\$21.10

## Hours Worked per Week

Table 105  
Hourly Wage for Respondents by Number of Hours Worked per Week

Hours Worked	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Less than 20	10	9%	\$20.43	\$19.75	\$23.58	\$23.00
20 to 29	10	9%	\$19.69	\$20.00	\$23.98	\$23.00
30 to 35	44	40%	\$19.82	\$19.50	\$23.97	\$23.00
36 to 40	38	34%	\$20.58	\$20.00	\$23.80	\$23.00
More than 40	9	8%	\$20.17	\$19.50	\$27.00	\$26.00

## Wages in the Business Office or Office Managers

Table 106

Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes	14	22%	\$19.39	\$20.00	\$22.85	\$22.00
No	50	78%	\$20.38	\$20.00	\$24.10	\$23.00

## Employment Position

Table 107

Hourly Wage for Respondents by Employment Position

Position	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Chairside Level One	9	8%	\$18.86	\$18.00	\$22.40	\$22.00
Chairside dental assistant intra-oral including specialties	87	74%	\$19.70	\$19.48	\$23.51	\$23.00
Receptionist	*	*	*	*	\$22.61	\$22.00
Financial coordinator	*	*	*	*	\$25.94	\$24.50
Treatment coordinator	*	*	*	*	\$25.41	\$25.00
Manager (office/program/department)	*	*	*	*	\$28.71	\$28.00
Hygienist coordinator	*	*	*	*	\$20.14	\$20.00
Hygienist	*	*	*	*	\$28.90	\$30.00
Dental Sales	*	*	*	*	\$32.88	\$29.67
Dental Education	*	*	*	*	\$31.50	\$28.00
Insurance claims	11	9%	\$19.42	\$19.25	\$25.10	\$25.43
Other	*	*	*	*	\$24.46	\$24.00

## Year of Graduation

Table 108  
Hourly Wage for Respondents by Year of Graduation

Range of Years	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
2000 or before	59	57%	\$20.93	\$20.70	\$25.92	\$25.00
2001-2005	12	12%	\$20.41	\$19.88	\$23.69	\$23.00
2006 or after	33	32%	\$18.38	\$18.00	\$20.99	\$20.00

## Orthodontic Module

Table 109  
Hourly Wage for Respondents by Completion of the Orthodontic Module

Completion of Module and Practice	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes	14	14%	\$21.98	\$21.25	\$27.48	\$27.00
No	87	86%	\$19.87	\$19.38	\$25.65	\$25.00

## Prosthodontic Module

Table 110  
Hourly Wage for Respondents by Completion of the Prosthodontic Module

Completion of Module and Practice	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes	8	8%	\$20.81	\$21.50	\$28.64	\$28.00
No	92	92%	\$20.14	\$19.47	\$25.40	\$25.00

## Scaling or Limited Scaling Course

Table 111  
Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course

Completion of Module and Practice	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes	4	4%	\$19.63	\$21.50	\$27.73	\$28.00
No	96	96%	\$20.20	\$19.50	\$26.12	\$26.00

## Periodontal Screening and Recording Course

Table 112  
Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes	6	6%	\$22.58	\$21.75	\$28.13	\$28.00
No	97	94%	\$20.02	\$19.47	\$25.50	\$25.00

## Age

Table 113  
Hourly Wage for Respondents by Age

Age Group	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
30 or less	30	27%	\$18.58	\$18.77	\$21.41	\$20.27
30 - 35	11	10%	\$20.91	\$19.50	\$23.23	\$22.34
36 - 40	15	13%	\$19.23	\$18.75	\$23.91	\$23.00
41 - 45	22	19%	\$21.32	\$21.00	\$24.81	\$24.00
46 - 50	19	17%	\$20.46	\$19.60	\$25.33	\$24.77
51 and over	16	14%	\$21.73	\$21.25	\$26.37	\$25.00

## Years in the Current Office

Table 114  
Hourly Wage for Respondents by Years in the Same Office

Completion of Module and Practice	Responses Nova Scotia		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
One year or less	16	19%	\$19.81	\$19.44	\$22.35	\$22.00
2 to 3	17	20%	\$20.16	\$19.00	\$23.52	\$23.00
4 to 7	16	19%	\$19.63	\$19.00	\$25.38	\$25.00
8 to 12	14	16%	\$21.63	\$21.00	\$25.38	\$24.95
13 to 20	12	14%	\$21.23	\$21.25	\$26.78	\$26.00
21 or more	10	12%	\$21.18	\$22.25	\$28.10	\$27.82

## Benefits

### Annual Licence Fee

Table 115  
Annual License Fee Benefit for Respondents

Annual license fee	Nova Scotia		All	
	#	%	#	%
100% of the annual license fee is paid by my employer	23	16%	600	19%
Part of the annual license fee is paid by my employer	5	4%	91	3%
None of the annual license fee is paid by my employer	112	80%	2,253	71%

### Benefits by Source

Table 116  
Benefits Provided by Source for Respondents

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Chiropractic services								
Nova Scotia	33	23%	39	27%	14	10%	56	39%
All	1,046	18%	1,794	30%	334	6%	2,745	46%
Critical Illness <sup>15</sup>								
Nova Scotia	23	16%	15	11%	11	8%	92	65%
All	940	13%	858	12%	677	10%	4,577	65%
Dental benefit for employee								
Nova Scotia	90	59%	39	26%	11	7%	12	8%
All	4,142	51%	2,606	32%	368	5%	1,044	13%
Dental benefit for family								
Nova Scotia	60	39%	47	31%	14	9%	32	21%
All	3,101	39%	2,841	36%	432	5%	1,612	20%
Disability insurance								
Nova Scotia	32	23%	14	10%	20	14%	75	53%
All	1,141	16%	908	13%	866	12%	4,194	59%
Life insurance								
Nova Scotia	27	18%	28	19%	47	31%	48	32%
All	958	13%	1,215	16%	2,673	35%	2,736	36%
Massage therapy								
Nova Scotia	38	27%	49	35%	15	11%	39	28%
All	1,191	16%	2,499	34%	412	6%	3,192	44%
Medical Services Plan (MSP)								
Nova Scotia	36	25%	46	32%	18	13%	43	30%
All	1,055	15%	2,489	35%	462	6%	3,176	44%
Paid sick leave								

<sup>15</sup> usually a lump sum payment

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Nova Scotia	54	38%	2	1%	5	4%	80	57%
All	1,907	27%	102	1%	217	3%	4,745	68%
Personal malpractice insurance								
Nova Scotia	11	8%	1	1%	15	11%	109	80%
All	660	10%	59	1%	1,053	15%	5,146	74%
Physiotherapy								
Nova Scotia	32	23%	48	35%	18	13%	41	29%
All	1,078	15%	2,449	34%	360	5%	3,337	46%
Physical Training program								
Nova Scotia	6	4%	5	4%	1	1%	126	91%
All	171	6%	163	6%	76	3%	2,541	86%
Professional fees paid								
Nova Scotia	17	13%	2	1%	2	1%	115	85%
All	571	19%	37	1%	80	3%	2,272	77%
Registration for a professional or scientific conference								
Nova Scotia	57	40%	1	1%	6	4%	77	55%
All	1,487	50%	5	<1%	82	3%	1,423	47%
RRSP/Pension								
Nova Scotia	14	10%	12	9%	28	20%	87	62%
All	834	12%	606	8%	1,466	20%	4,272	60%

Table 117  
Continuing Education Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Spousal Policy		Employee pays		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Nova Scotia	95	59%	1	1%	43	27%	4	3%	17	11%
All	2,540	41%	27	0%	1,833	29%	57	1%	1,764	28%

Table 118  
Cost Shared Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
<b>Uniform allowance</b>								
Nova Scotia	36	26%	51	37%	2	1%	50	36%
All	1,756	25%	1,700	24%	53	1%	3,436	49%
<b>Vacation exceeding 4%</b>								
Nova Scotia	84	61%	14	10%	3	2%	37	27%
All	3,164	46%	512	7%	56	1%	3,168	46%
<b>Workers compensation</b>								
Nova Scotia	11	8%	14	10%	9	7%	100	75%
All	1,438	21%	340	5%	254	4%	4,794	70%

Table 119  
Vision Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
Nova Scotia	4	3%	26	19%	49	36%	20	14%	39	28%
All	395	5%	588	8%	2,529	35%	437	6%	3,253	45%

## Other Benefits

Table 120  
Other Benefits for Respondents

	Nova Scotia		All	
	Number of responses	Percentage of responses	Number of responses	Percentage of responses
Flex hours	16	12%	1,119	43%
Gifts of thanks	64	46%	1,481	55%
Pay bonus	57	42%	2,658	36%



## New Brunswick

### Hourly Wages

#### Work Setting

Table 121  
Hourly Wage for Respondents by Work Setting

Work Setting	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Private Practice - General Dentistry	58	77%	\$19.05	\$18.68	\$23.34	\$22.50
Private Practice - Specialty	7	9%	\$18.23	\$18.58	\$24.92	\$24.00
Private Practice – General and Specialty	*	*	*	*	\$22.69	\$22.00
Public Educational Facility – Teaching	*	*	*	*	\$39.23	\$39.00
Public Educational Facility – Administration	*	*	*	*	\$29.69	\$26.49
Public Educational Facility - Clinical Assistant	*	*	*	*	\$26.85	\$25.00
Private Educational Facility - Teaching	*	*	*	*	\$27.91	\$27.00
Private Educational Facility – Administration	*	*	*	*	*	*
Private Educational Facility - Clinical Assistant	*	*	*	*	\$24.74	\$20.99
Hospital	*	*	*	*	\$27.34	\$25.84
Institution such as custodial care or extended care	*	*	*	*	\$25.74	\$26.50
Community/Public Health	*	*	*	*	\$28.66	\$28.00
Insurance	*	*	*	*	\$23.79	\$25.38
Dental Supply	*	*	*	*	\$30.53	\$29.84
Regulatory body such as the provincial association of dental assistants	*	*	*	*	\$39.93	\$35.00
Other	*	*	*	*	\$26.36	\$25.00

## Job Sharing

Table 122  
Hourly Wage for Respondents by Job Sharing

Job Share Status	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes and this is my choice	10	14%	\$18.35	\$17.85	\$24.31	\$24.00
Yes but this is not my choice	5	7%	\$15.15	\$14.50	\$22.01	\$21.52
No	58	79%	\$19.83	\$19.25	\$25.28	\$25.00

## Time at Work

Table 123  
Hourly Wage for Respondents by Time at Work

Time at Work	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Full-time	60	81%	\$19.22	\$19.00	\$24.07	\$23.00
Part-time	14	19%	\$19.35	\$19.00	\$23.74	\$23.00
Relief/Temp	*	*	*	*	\$22.86	\$21.10

## Hours Worked per Week

Table 124  
Hourly Wage for Respondents by Number of Hours Worked per Week

Hours Worked	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Less than 20	*	*	*	*	\$23.58	\$23.00
20 to 29	9	13%	\$20.06	\$18.00	\$23.98	\$23.00
30 to 35	36	50%	\$18.62	\$18.82	\$23.97	\$23.00
36 to 40	22	31%	\$19.54	\$19.00	\$23.80	\$23.00
More than 40	*	*	*	*	\$27.00	\$26.00

## Wages in the Business Office or Office Managers

Table 125

Hourly Wage for Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes	9	18%	\$18.31	\$17.00	\$22.85	\$22.00
No	41	82%	\$19.00	\$19.00	\$24.10	\$23.00

## Employment Position

Table 126

Hourly Wage for Respondents by Employment Position

Position	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Chairside Level One	11	14%	\$19.63	\$18.36	\$22.40	\$22.00
Chairside dental assistant intra-oral including specialties	46	61%	\$19.06	\$18.00	\$23.51	\$23.00
Receptionist	9	12%	\$17.97	\$19.00	\$22.61	\$22.00
Financial coordinator	*	*	*	*	\$25.94	\$24.50
Treatment coordinator	*	*	*	*	\$25.41	\$25.00
Manager (office/program/department)	5	7%	\$22.80	\$22.00	\$28.71	\$28.00
Hygienist coordinator	*	*	*	*	\$20.14	\$20.00
Hygienist	*	*	*	*	\$28.90	\$30.00
Dental Sales	*	*	*	*	\$32.88	\$29.67
Dental Education	*	*	*	*	\$31.50	\$28.00
Insurance claims	*	*	*	*	\$25.10	\$25.43
Other	*	*	*	*	\$24.46	\$24.00

## Year of Graduation

Table 127  
Hourly Wage for Respondents by Year of Graduation

Range of Years	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
2000 or before	33	52%	\$21.15	\$20.00	\$25.92	\$25.00
2001-2005	6	10%	\$19.72	\$21.61	\$23.69	\$23.00
2006 or after	24	38%	\$16.25	\$16.00	\$20.99	\$20.00

## Orthodontic Module

Table 128  
Hourly Wage for Respondents by Completion of the Orthodontic Module

Completion of Module and Practice	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes	11	15%	\$21.10	\$20.00	\$27.48	\$27.00
No	61	85%	\$18.82	\$18.00	\$25.65	\$25.00

## Prosthodontic Module

Table 129  
Hourly Wage for Respondents by Completion of the Prosthodontic Module

Completion of Module and Practice	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes	5	7%	\$18.80	\$19.00	\$28.64	\$28.00
No	66	93%	\$19.01	\$18.82	\$25.40	\$25.00

## Scaling or Limited Scaling Course

Table 130  
Hourly Wage for Respondents by Completion of the Scaling or Limited Scaling Course

Completion of Module and Practice	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes	*	*	*	*	\$27.73	\$28.00
No	70	100%	\$19.10	\$19.00	\$26.12	\$26.00

## Periodontal Screening and Recording Course

Table 131  
Hourly Wage for Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes	4	6%	\$24.24	\$28.88	\$27.73	\$28.00
No	68	94%	\$18.95	\$18.82	\$26.12	\$26.00

## Age

Table 132  
Hourly Wage for Respondents by Age

Age Group	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
30 or less	19	26%	\$16.15	\$16.00	\$21.41	\$20.27
30 - 35	11	15%	\$19.02	\$19.00	\$23.23	\$22.34
36 - 40	12	16%	\$19.21	\$19.75	\$23.91	\$23.00
41 - 45	12	16%	\$20.79	\$20.00	\$24.81	\$24.00
46 - 50	8	11%	\$19.98	\$20.50	\$25.33	\$24.77
51 and over	11	15%	\$21.55	\$21.50	\$26.37	\$25.00

## Years in the Current Office

Table 133  
Hourly Wage for Respondents by Years in the Same Office

Completion of Module and Practice	Responses New Brunswick		New Brunswick		All	
	Number	%	Average	Median	Average	Median
One year or less	16	28%	\$17.33	\$17.38	\$22.35	\$22.00
2 to 3	8	14%	\$16.25	\$16.50	\$23.52	\$23.00
4 to 7	14	25%	\$18.88	\$18.79	\$25.38	\$25.00
8 to 12	4	7%	\$18.93	\$21.61	\$25.38	\$24.95
13 to 20	8	14%	\$20.63	\$21.25	\$26.78	\$26.00
21 or more	7	12%	\$23.45	\$23.00	\$28.10	\$27.82

## Benefits

### Annual Licence Fee

Table 134  
Annual License Fee Benefit for Respondents

Annual license fee	New Brunswick		All	
	#	%	#	%
100% of the annual license fee is paid by my employer	31	32%	600	19%
Part of the annual license fee is paid by my employer	*	*	91	3%
None of the annual license fee is paid by my employer	66	67%	2,253	71%

### Benefits by Source

Table 135  
Benefits Provided by Source for Respondents

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Chiropractic services								
New Brunswick	17	16%	38	36%	9	9%	41	39%
All	1,046	18%	1,794	30%	334	6%	2,745	46%
Critical Illness <sup>16</sup>								
New Brunswick	14	14%	10	10%	6	6%	68	69%
All	940	13%	858	12%	677	10%	4,577	65%
Dental benefit for employee								
New Brunswick	61	52%	40	34%	4	3%	12	10%
All	4,142	51%	2,606	32%	368	5%	1,044	13%
Dental benefit for family								
New Brunswick	45	40%	44	39%	6	5%	17	15%
All	3,101	39%	2,841	36%	432	5%	1,612	20%
Disability insurance								
New Brunswick	19	18%	14	14%	13	13%	57	55%
All	1,141	16%	908	13%	866	12%	4,194	59%
Life insurance								
New Brunswick	14	13%	26	24%	36	33%	33	30%
All	958	13%	1,215	16%	2,673	35%	2,736	36%
Massage therapy								
New Brunswick	20	19%	42	41%	8	8%	33	32%
All	1,191	16%	2,499	34%	412	6%	3,192	44%
Medical Services Plan (MSP)								
New Brunswick	20	20%	41	40%	8	8%	33	32%
All	1,055	15%	2,489	35%	462	6%	3,176	44%
Paid sick leave								

<sup>16</sup> usually a lump sum payment

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
New Brunswick	36	36%	6	6%	9	9%	50	50%
All	1,907	27%	102	1%	217	3%	4,745	68%
Personal malpractice insurance								
New Brunswick	13	13%	2	2%	18	18%	65	66%
All	660	10%	59	1%	1,053	15%	5,146	74%
Physiotherapy								
New Brunswick	16	16%	43	42%	9	9%	34	33%
All	1,078	15%	2,449	34%	360	5%	3,337	46%
Physical Training program								
New Brunswick	3	3%	3	3%	4	4%	89	90%
All	171	6%	163	6%	76	3%	2,541	86%
Professional fees paid								
New Brunswick	20	21%	2	2%	1	1%	73	76%
All	571	19%	37	1%	80	3%	2,272	77%
Registration for a professional or scientific conference								
New Brunswick	39	40%	0	0%	0	0%	58	60%
All	1,487	50%	5	0%	82	3%	1,423	47%
RRSP/Pension								
New Brunswick	8	8%	12	12%	19	19%	63	62%
All	1,046	18%	1,794	30%	334	6%	2,745	46%

Table 136  
Continuing Education Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Spousal Policy		Employee		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
New Brunswick	56	52%	0	0%	34	32%	0	0%	17	16%
All	2,540	41%	27	0%	1,833	29%	57	1%	1,764	28%

Table 137  
Cost Shared Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Uniform allowance								
New Brunswick	8	8%	12	12%	19	19%	63	62%
All	834	12%	606	8%	1,466	20%	4,272	60%
Vacation exceeding 4%								
New Brunswick	17	17%	23	23%	0	0%	58	59%
All	1,756	25%	1,700	24%	53	1%	3,436	49%
Workers compensation								
New Brunswick	56	57%	8	8%	1	1%	33	34%
All	3,164	46%	512	7%	56	1%	3,168	46%

Table 138  
Vision Benefits for Respondents Provided Partially or in Full by Source

	Employer pays 100%		Cost is shared with employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%	#	%
New Brunswick	4	4%	12	12%	42	42%	11	11%	32	32%
All	395	5%	588	8%	2,529	35%	437	6%	3,253	45%

## Other Benefits

Table 139  
Other Benefits for Respondents

	New Brunswick		All	
	Number of responses	Percentage of responses	Number of responses	Percentage of responses
Flex hours	11	11%	1,119	43%
Gifts of thanks	54	55%	1,481	55%
Pay bonus	47	48%	2,658	36%





## **InfoFeedback**

600. boul. de Maisonneuve, Suite 1700  
Montreal, Quebec  
Canada, H8P 2R1  
[www.infoFeedback.com](http://www.infoFeedback.com)  
[Info@InfoFeedback.com](mailto:Info@InfoFeedback.com)  
Tel: (514) 932-9961  
Toll-Free: (866) 932-9961

