



Canadian Dental Assistants' Association: Salary and Benefits Survey 2011

Final Report

July 29 2011

Confidential



Executive Summary

The 2011 Salary and Benefits Report is the second 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 useful to be useful for them.

The results are based on the responses of 6,217 members of CDAA's corporate members across the country, representing 42% 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 you with 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.

Survey Highlights

- Dental assistants are in demand, with an overall unemployment rate of 2.5%, down from 3.6% in 2009. However, this varies considerably from province to province.
- A quarter of respondents work in more than one office (27% up from 11% in 2009). However, about a quarter share their job with another dental assistant.
- As in 2009, three-quarters of respondents work full-time. A fifth work part-time, with 2% acting as relief or temporary dental assistants.
- According 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-seven percent of respondents in clinical practice described themselves as a chair side assistant, with variation depending on general, specialty or combined work settings

Canadian Dental Assistants' Association
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- Wages are up from 2009. Private practice CDAs — general and specialty — and clinical assistants in private educational facilities report a 7% increase; those in community and public settings report of jump of 15%.
- The average hourly wage for all respondents working in private practice varies between \$22.28 and \$24.09 per hour. Work setting, years of experience, geographical location and employment position significantly impact compensation.
- Virtually all respondents working in dentistry reported receiving one or more benefits, either from their employer or from another source. Only 93 (1.5%) reported not receiving any benefits at all.
- Dental benefits — for respondents and their families — continuing education, pay bonus and a gift of appreciation are the most common employer provided benefits. Life insurance and vision benefits are most often provided by sources other than the employer.

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Introduction

Canadian Dental Assistants' Association

Dental Assisting is a health care profession, with all of the responsibilities that the title implies. The evolution of our profession is a reflection of the changing nature of dentistry, regulatory structures, new technologies and Canadian society. In facing this change the CDAA remains committed to its mission to provide the best possible programs and services to its Corporate Members so they can promote the professional growth and recognition of their members.

Mission

The CDAA is the federation of provincial and military dental assisting organizations.

The CDAA supports the Corporate Members in the advancement of the profession, advocates in matters of national jurisdiction and contributes to the oral health of Canadians in the following areas:

- Practice standards and ethics
- Inter-provincial labour mobility
- Data development
- Research and monitoring of the profession
- Support for the delivery of provincial programs and services
- International liaison
- Promotion of the profession

Vision

Canadian dental assistants are oral health care professionals, responsible for their own profession. National standards enable dental assistants to practice in all provinces and territories.

Dental assistants are partners in health care, contributing to the optimal health of all Canadians.

The CDAA is a progressive and unified federation, internationally recognized as a leading dental assisting association.

CDAA Values

The CDAA believes in loyalty to the profession, loyalty to the Corporate Members, honesty and integrity.

The CDAA values:

- Formal education
- Diversity
- Professionalism, respect and dedication
- Proactive behaviour
- Clear and concise communication

National Survey Strategy

CDAA and InfoFeedback have held consultations with the Corporate Members to develop plans to build a longitudinal national survey program. The purpose of this initiative is to provide the basis for decision-making aimed at ensuring the best fit between the needs and desires of members and the products and services offered by CDAA.

Corporate Members

- Association des Assistants (es) Dentaires du Québec
- Canadian Forces Dental Services
- College of Alberta Dental Assistants
- Manitoba Dental Assistants' Association
- New Brunswick Dental Assistants Association
- Newfoundland Dental Assistants Association
- Nova Scotia Dental Assistants Association
- Ontario Dental Assistants Association
- Saskatchewan Dental Assistants Association

Salary Survey 2011

The 2011 Salary Survey is the second 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

Context

Historically, surveys of Canadian dental assistants have been done at the regional level by provincial associations. The national strategy was designed provide a more economical and comprehensive approach. Some variations and limitations were encountered however. First, since compensation and benefits for Canadian Forces personnel are pre-determined, a survey would not provide additional information or value.

Second, at the request of the Ontario Dental Assistants Association (ODAA) and because an incentive of two continuing education credits was offered, a data collection system was created for members wishing to access the survey without a personal email address.

Survey Instruments

The survey instruments — invitations to participate, reminders and questionnaire — were based on the ones used in the 2009 study. Modifications were made in collaboration with the Executive Directors of the corporate members.

Data Collection

At the request of the ODAA, members without email addresses received a letter from Judy Melville, their Executive Director. The message explained the purpose of the study and invited members to log on to an InfoFeedback web page to access the questionnaire using their ODAA membership number as a password. From that point, the process for these respondents was identical to the one for those who received emails.

With the exceptions of the CFDS members and ODAA members, all CDAA members with an email address were sent a personalized email from their provincial President or Executive Director. The message explained the purpose of the study, invited members to participate and provided a unique link to access the survey.

These 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.

Parallel forms were available for English- and French-speaking respondents.

The emails were sent out on March 16 2011. Follow-up emails were sent to those who did not respond on March 26th, April 8th and 15th. The survey was closed on April 24.

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 representative of the group.

Data Analysis

Hourly Wage

Compensation in the 2011 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.¹ They also had the option of reporting an "other" work setting.

As well, respondents were asked to indicate their primary work setting. However, only 918 of the participants answered this question.

A first set of respondents were assigned to work setting categories using the following criteria:

- respondents who reported a primary work setting were assigned to the corresponding category.

¹ 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

The rest of the 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."²
- 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.³
- Those who gave the response "other" were assigned to an "other" category.

Due to extremely small numbers, those who identified themselves as working in insurance, and dental supplies were excluded from analyses.

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 or monthly income with respondent characteristics.

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

² Statistical analyses were conducted to ensure that no significant differences in hourly wage were found between sub-groups within the specialist category.

³ Statistical analyses were conducted to ensure that no significant differences in hourly wage were found between sub-groups within the hospital, community, 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 relatively low margin of error, results for sub-groups (e.g., work environment) should be interpreted with caution due to the smaller sample sizes.
- To the extent that there are differences between respondents with and without email addresses, the results from this study should be interpreted with some caution. For example, age is a key factor in determining hourly wage. If all respondents with email addresses were significantly younger than all respondents without email addresses, the average for the survey sample would not be representative for all respondents, with and without email addresses.

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 14,938 emails sent out, 6,217 questionnaires were filled out for an overall completion rate of 41.6%. 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. Provinces with smaller populations have relatively high margins of error. This is due to the formula for the calculation of the margin of error. Both the response rate and the size of population (number of members in the province) are included in the formula.

Table 1
Response Rates by Province

| | Surveyed | Responses | Response Rate | Margin of Error |
|---------------|----------|-----------|---------------|-----------------|
| Alberta | 4787 | 1597 | 33% | 2.0% |
| Manitoba | 880 | 274 | 31% | 4.9% |
| New Brunswick | 381 | 83 | 22% | 9.5% |
| Newfoundland | 209 | 40 | 19% | 14.0% |
| Nova Scotia | 564 | 188 | 33% | 5.9% |
| Ontario | 7203 | 3767 | 52% | 1.1% |
| Québec | 107 | 31 | 29% | 15.0% |
| Saskatchewan | 807 | 237 | 29% | 5.4% |

Where the margin of error moves above 6%, some caution should be used in interpreting the results when they are reported on a province-by-province basis only.

Work Situation

Employed in Dentistry

Table 2 shows that over 88% of respondents from every province are currently employed in dentistry or in a dentally related field.

Table 2
Respondents Currently Employed in Dentistry

| | # | % |
|---------------|------|-----|
| Alberta | 1466 | 92% |
| Manitoba | 255 | 93% |
| New Brunswick | 75 | 90% |
| Newfoundland | 38 | 95% |
| Nova Scotia | 179 | 95% |
| Ontario | 3348 | 89% |
| Québec | 29 | 94% |
| Saskatchewan | 215 | 91% |

Seven of ten respondents (70%) employed in dentistry or a related field reported one work setting only, with 30% working in at least two settings.

Primary Work Settings

Table 3 details the distribution of respondents by primary work settings, with 89.1 % working in private practice.

Table 3
Distributions of Respondents by Primary Work Settings

| | Number of Responses | % of Responses |
|---|---------------------|----------------|
| Private Practice - General Dentistry | 3513 | 65.2% |
| Private Practice - Specialty | 833 | 15.5% |
| Private Practice - General and Specialty | 450 | 8.4% |
| Public Educational Facility - Teaching | 74 | 1.4% |
| Public Educational Facility - Clinical Assistant | 64 | 1.2% |
| Private Educational Facility - Teaching | 44 | <1% |
| Private Educational Facility - Clinical Assistant | 11 | <1% |
| Hospital | 80 | 1.5% |
| Institution such as custodial care or extended care | 6 | <1% |
| Community/Public Health | 164 | 3.0% |
| Insurance | 14 | <1% |
| Dental Supply | 13 | <1% |
| Other | 123 | 2.3% |

Table 4 and Table 5 show the number and percent of respondents by primary work setting in each province.

Table 4
Distribution of Respondents by Primary Work Setting (in Private Practice or Education) and Province

| | Private Practice | | | | | | Public Educational Facility | | | | Private Educational Facility | | | |
|---------------|-------------------|-------|-----------|-------|-----------------------|------|-----------------------------|------|--------------------|------|------------------------------|------|--------------------|------|
| | General Dentistry | | Specialty | | General and Specialty | | Teaching | | Clinical Assistant | | Teaching | | Clinical Assistant | |
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 937 | 63.9% | 216 | 14.7% | 121 | 8.3% | 20 | 1.4% | 15 | 1.0% | 8 | 0.5% | * | * |
| Manitoba | 163 | 63.9% | 42 | 16.5% | 12 | 4.7% | 7 | 2.7% | 5 | 2.0% | * | * | * | * |
| New Brunswick | 46 | 61.3% | 11 | 14.7% | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | 23 | 60.5% | 9 | 23.7% | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 115 | 64.2% | 30 | 16.8% | 9 | 5.0% | * | * | * | * | * | * | * | * |
| Ontario | 2074 | 61.9% | 485 | 14.5% | 283 | 8.5% | 37 | 1.1% | 36 | 1.1% | 29 | 0.9% | 8 | 0.2% |
| Quebec | 14 | 48.3% | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 141 | 65.6% | 36 | 16.7% | 15 | 7.0% | * | * | 5 | 2.3% | * | * | * | * |

Table 5
Distribution of Respondents by Primary Work Setting (not in Private Practice or Education) and Province

| | Hospital | | Institution ⁴ | | Community/ Public Health | | Insurance | | Dental Supply | | Other | |
|---------------|----------|------|--------------------------|---|-----------------------------|------|-----------|------|---------------|------|-------|------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 14 | 1.0% | * | * | 40 | 2.7% | 7 | 0.5% | * | * | 33 | 2.3% |
| Manitoba | * | * | * | * | 9 | 3.5% | * | * | * | * | 7 | 2.7% |
| New Brunswick | * | * | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 5 | 2.8% | * | * | * | * | * | * | * | * | 6 | 3.4% |
| Ontario | 56 | 1.7% | * | * | 111 | 3.3% | * | * | 11 | 0.3% | 69 | 2.1% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | * | * | * | * | * | * | * | * | * | * | * | * |

⁴ For example, custodial care or extended care

Table 6
Distributions of Respondents by Description of Primary Work Setting (Orthodontic, Temporary
Crowns/Provisional of Endodontic) and Province

| | Orthodontic | | | | Temporary Crowns/Provisional | | | | Endodontic | | | |
|----------------------|-------------|-----|--------------------------|-----|---------------------------------|----|--------------------------|-----|-------------|-----|--------------------------|----|
| | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 139 | 31% | 68 | 15% | 7 | 2% | 78 | 17% | 16 | 4% | 15 | 3% |
| Manitoba | 18 | 23% | 13 | 16% | * | * | 6 | 8% | * | * | * | * |
| New Brunswick | 9 | 47% | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | 6 | 43% | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 9 | 19% | 5 | 10% | * | * | * | * | 6 | 13% | * | * |
| Ontario ⁵ | 261 | 26% | 113 | 11% | 7 | 1% | 116 | 12% | 53 | 5% | 59 | 6% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 21 | 30% | 14 | 20% | * | * | 6 | 8% | * | * | 5 | 7% |

Table 7
Distributions of Respondents by Description of Primary Work Setting (Oral Surgery, Pediatric Dentistry or
Periodontic Dentistry) and Province

| | Oral Surgery | | | | Pediatric Dentistry | | | | Periodontic Dentistry | | | |
|---------------|--------------|-----|--------------------------|-----|---------------------|-----|--------------------------|----|-----------------------|-----|--------------------------|----|
| | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 16 | 4% | 45 | 10% | 25 | 6% | 10 | 2% | 20 | 4% | 12 | 3% |
| Manitoba | * | * | * | * | 14 | 18% | 5 | 6% | 9 | 11% | * | * |
| New Brunswick | * | * | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 9 | 19% | 6 | 13% | * | * | * | * | 5 | 10% | * | * |
| Ontario | 62 | 6% | 125 | 13% | 66 | 7% | 39 | 4% | 53 | 5% | 36 | 4% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 5 | 7% | * | * | 8 | 11% | * | * | * | * | * | * |

⁵ While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties

Secondary Work Settings

Table 8 details the distribution of respondents by secondary work settings, with 78.5 % working in private practice.

Table 8
Distributions of Respondents by Secondary Work Settings

| | Number of Responses | % of Responses |
|---|---------------------|----------------|
| Private Practice - General Dentistry | 1002 | 60.4% |
| Private Practice - Specialty | 132 | 8.0% |
| Private Practice - General and Specialty | 167 | 10.1% |
| Public Educational Facility - Teaching | 30 | 1.8% |
| Public Educational Facility - Clinical Assistant | 29 | 1.7% |
| Private Educational Facility - Teaching | 26 | 1.6% |
| Private Educational Facility - Clinical Assistant | 8 | 0.5% |
| Hospital | 78 | 4.7% |
| Institution such as custodial care or extended care | 5 | 0.3% |
| Community/Public Health | 64 | 3.9% |
| Insurance | 8 | 0.5% |
| Dental Supply | 12 | 0.7% |
| Other | 98 | 5.9% |

Table 9 through Table 12 show the number and percent of respondents by secondary work settings in each province.

Table 9
Distribution of Respondents by Secondary Work Settings (in Private Practice or Education) and Province

| | Private Practice | | | | | | Public Educational Facility | | | | Private Educational Facility | | | |
|---------------|-------------------|-------|-----------|------|-----------------------|------|-----------------------------|------|--------------------|------|------------------------------|------|--------------------|------|
| | General Dentistry | | Specialty | | General and Specialty | | Teaching | | Clinical Assistant | | Teaching | | Clinical Assistant | |
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 247 | 16.8% | 33 | 2.3% | 34 | 2.3% | 12 | 0.8% | 8 | 0.5% | * | * | * | * |
| Manitoba | 44 | 17.3% | 9 | 3.5% | 5 | 2.0% | * | * | * | * | * | * | * | * |
| New Brunswick | 13 | 17.3% | * | * | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | 8 | 21.1% | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 28 | 15.6% | * | * | * | * | * | * | * | * | * | * | * | * |
| Ontario | 614 | 18.3% | 80 | 2.4% | 118 | 3.5% | 14 | 0.4% | 16 | 0.5% | 19 | 0.6% | 6 | 0.2% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 44 | 20.5% | * | * | * | * | * | * | * | * | * | * | * | * |

Table 10
Distribution of Respondents by Secondary Work Settings (not in Private Practice or Education) and Province

| | Hospital | | Institution ⁶ | | Community/ Public Health | | Insurance | | Dental Supply | | Other | |
|---------------|----------|------|--------------------------|---|-----------------------------|------|-----------|---|---------------|------|-------|------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 17 | 1.2% | * | * | 11 | 0.8% | * | * | * | * | 30 | 2.0% |
| Manitoba | * | * | * | * | * | * | * | * | * | * | * | * |
| New Brunswick | * | * | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | * | * | * | * | * | * | * | * | * | * | * | * |
| Ontario | 50 | 1.5% | * | * | 49 | 1.5% | * | * | 9 | 0.3% | 58 | 1.7% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | * | * | * | * | * | * | * | * | * | * | * | * |

Table 11
Distribution of Respondents by Description of Secondary Work Setting (Orthodontic, Temporary
Crowns/Provisional of Endodontic) and Province and Province

| | Orthodontic | | | | Temporary Crowns/Provisional | | | | Endodontic | | | |
|----------------------|-------------|-----|--------------------------|-----|---------------------------------|----|--------------------------|-----|-------------|----|--------------------------|-----|
| | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 15 | 16% | 19 | 20% | * | * | 14 | 15% | * | * | 12 | 13% |
| Manitoba | * | * | * | * | * | * | * | * | * | * | * | * |
| New Brunswick | * | * | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | * | * | * | * | * | * | * | * | * | * | * | * |
| Ontario ⁷ | 36 | 12% | 67 | 23% | 5 | 2% | 40 | 14% | 5 | 2% | 27 | 9% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | * | * | 5 | 28% | * | * | * | * | * | * | * | * |

⁶ For example, custodial care or extended care

⁷ While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties

Table 12
Distribution of Respondents by Description of Secondary Work Setting (Oral Surgery, Pediatric Dentistry or Periodontic Dentistry) and Province

| | Oral Surgery | | | | Pediatric Dentistry | | | | Periodontic Dentistry | | | |
|---------------|--------------|----|-----------------------|-----|---------------------|----|-----------------------|----|-----------------------|----|-----------------------|----|
| | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | | Exclusively | | Plus General Practice | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | * | * | 14 | 15% | * | * | 6 | 6% | * | * | * | * |
| Manitoba | * | * | * | * | * | * | * | * | * | * | * | * |
| New Brunswick | * | * | * | * | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | * | * | * | * | * | * | * | * | * | * | * | * |
| Ontario | 18 | 6% | 46 | 16% | 9 | 3% | 13 | 4% | 8 | 3% | 18 | 6% |
| Quebec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | * | * | * | * | * | * | * | * | * | * | * | * |

Not Employed in Dentistry

In general terms, unemployment has decreased from 3.6% in 2009 to 2.5% in 2011.

Unemployment Rate

Of the 6,217 dental assistants who participated in the study, 565 (9.2%) are currently not employed in dentistry. Of the 565, 206 (57.1%) reported that they were not seeking employment in dentistry; 155 are seeking employment in dentistry; 204 did not respond to the question. 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 2.5%, a drop from 3.6% in 2009.

Although some caution is required in interpreting the results from provinces with smaller populations, regional distinctions are clear with unemployment at 0% in Newfoundland, Québec and Saskatchewan; 1.1% in Nova Scotia; 1.5% in Alberta; 1.8% Manitoba; 3.2% in Ontario; 3.6% New Brunswick.

Months Seeking Employment

Of the 118 respondents who reported the number of months they have been on the job market, three in ten (37%) have been seeking employment for one month or less; two in ten (23%) for between two and four months; two in ten (29%) for between five and 12 months; 7% for between 13 and 24 months; 4% for more than 24 months.

Reasons for Not Seeking Employment

The profile of reasons for not seeking employment in 2011 is similar to the one reported in 2009 with family responsibility, poor wages, retraining and lack of benefits at the top of the list.

Table 13 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 13
Reasons for Not Seeking Employment in Dentistry

| | Number of Responses | % of Responses |
|--|---------------------|----------------|
| Family responsibility | 91 | 44% |
| Poor wages | 43 | 21% |
| Retraining for another profession/career | 34 | 17% |
| Lack of benefits | 41 | 20% |
| Medical disability | 14 | 7% |
| Working in dental related field | 1 | <1% |
| No jobs available | 22 | 11% |
| Retired | 15 | 7% |
| Other reasons | 82 | 40% |

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 14 shows a pattern of "years in current primary office" that is almost identical to the one reported in 2009.

Table 14
Years in Primary Office

| Years in Current Office | Number of Responses | % of Responses |
|-------------------------|---------------------|----------------|
| Less than one year | 430 | 15% |
| 1 | 213 | 7% |
| 2 | 282 | 10% |
| 3 | 311 | 11% |
| 4 - 5 | 401 | 14% |
| 6 - 8 | 316 | 12% |
| 9 - 10 | 206 | 7% |
| 11 - 15 | 297 | 9% |
| 16 - 20 | 205 | 6% |
| More than 20 years | 287 | 9% |

Job Sharing

Twenty-two 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 very close to those obtained in 2009.

Table 15 indicates that job sharing varies from 7% of respondents in Nova Scotia to more than 20% in Québec (20%), Ontario (21%), and Newfoundland (29%). Of the provinces with higher populations, Alberta has the lowest rate of "not by choice" job sharing (3%); Ontario has the highest (8%).⁸

Table 15
Job Sharing

| Regions | Yes, by Choice | | Yes, but not by Choice | | No | |
|---------------|----------------|-----|------------------------|-----|------|-----|
| | # | % | # | % | # | % |
| Alberta | 238 | 18% | 45 | 3% | 1044 | 79% |
| Manitoba | 24 | 10% | 11 | 5% | 200 | 85% |
| New Brunswick | * | * | * | * | 57 | 89% |
| Newfoundland | 6 | 18% | 5 | 15% | 23 | 68% |
| Nova Scotia | 7 | 4% | 6 | 4% | 152 | 92% |
| Ontario | 445 | 15% | 277 | 9% | 2334 | 76% |
| Québec | * | * | * | * | 19 | 76% |
| Saskatchewan | 22 | 11% | * | * | 175 | 87% |

⁸ 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 (74%). A fifth (23%) work part-time, with 2% acting as relief or temporary dental assistants, results similar to 2009.

Table 16 shows that full-time employment is most frequent in New Brunswick, Nova Scotia, Newfoundland and Québec. It is least frequent in Alberta and Manitoba.

Table 16
Employment Status — Full-Time, Part-Time, Relief/Temp — in Each of the Provinces Surveyed

| Provinces | Full-Time | | Part-Time | | Relief/Temp | |
|---------------|-----------|-----|-----------|-----|-------------|----|
| | # | % | # | % | # | % |
| Alberta | 940 | 68% | 397 | 28% | 50 | 4% |
| Manitoba | 168 | 69% | 70 | 29% | 6 | 2% |
| New Brunswick | 59 | 88% | 7 | 10% | * | * |
| Newfoundland | 31 | 86% | 5 | 14% | * | * |
| Nova Scotia | 147 | 87% | 16 | 9% | 6 | 4% |
| Ontario | 2438 | 76% | 691 | 22% | 75 | 2% |
| Québec | 21 | 84% | * | 16% | * | * |
| Saskatchewan | 146 | 71% | 55 | 27% | 5 | 2% |
| Total | 3950 | 74% | 1245 | 23% | 143 | 3% |

Table 17 indicates that virtually all respondents work between seven and nine hours per day.

Table 17
Hours Worked per Day by Employment Status — Full-Time, Part-Time, Relief/Temp — in Each of the Provinces Surveyed

| Provinces | Full-Time | | | Part-Time | | | Relief/Temp | | |
|---------------|-----------|---------|--------|-----------|---------|--------|-------------|---------|--------|
| | # | Average | Median | # | Average | Median | # | Average | Median |
| Alberta | 883 | 7.96 | 8 | 375 | 7.49 | 8 | 31 | 7.06 | 7 |
| Manitoba | 160 | 7.76 | 8 | 68 | 7.35 | 8 | 5 | 6.60 | 7 |
| New Brunswick | * | * | * | * | * | * | * | * | * |
| Newfoundland | 30 | 8.10 | 8 | * | * | * | * | * | * |
| Nova Scotia | 144 | 8.33 | 8 | 16 | 7.50 | 8 | 5 | 8.00 | 8 |
| Ontario | 2334 | 8 | 8 | 645 | 7.41 | 8 | 47 | 7.49 | 8 |
| Québec | 19 | 7.84 | 8 | * | * | * | * | * | * |
| Saskatchewan | 141 | 7.90 | 8 | 52 | 7.44 | 8 | * | * | * |

Table 18 indicates that full-time employment can start at less than 20 hours per week and go up to more than 40 hours. For most respondents (82%), part-time employment means 29 hours per week or less.

Table 18
Hours Worked per Week by Employment Status: Full-Time, Part-Time, Relief/Temp

| Hours per week | Full-Time | | Part-Time | | Relief/Temp | |
|----------------|-----------|-----|-----------|-----|-------------|-----|
| | # | % | # | % | # | % |
| Less than 20 | 15 | <1% | 357 | 30% | 55 | 48% |
| 20 to 29 | 202 | 5% | 620 | 52% | 29 | 25% |
| 30 to 35 | 1647 | 43% | 193 | 16% | 20 | 17% |
| 36 to 40 | 1606 | 42% | 24 | 2% | 11 | 10% |
| More than 40 | 336 | 9% | 9 | 1% | * | * |

Professional Profile

Current Employment Status

Table 19 shows that two thirds of the respondents (67%) identify themselves as holding a chairside dental assistant intra-oral position, with another third categorizing themselves as receptionist (9%), manager (office/program/department) (5%), treatment coordinator (3%), dental education (3%), or "other" (10%).

Table 19
Current Primary Employment Position⁹

| | Number of Responses | % of Responses |
|---|---------------------|----------------|
| Chairside dental assistant intra-oral including specialties | 3,909 | 67% |
| Receptionist | 553 | 9% |
| Manager (office/program/department) | 310 | 5% |
| Treatment coordinator | 188 | 3% |
| Dental Education | 180 | 3% |
| Hygienist | 36 | 1% |
| Financial coordinator | 33 | 1% |
| Dental Education | 32 | 1% |
| Dental Sales | 10 | <1% |
| Other | 603 | 10% |

Table 20
Distribution of Respondents by Work Settings and Employment Positions

| Position | Total | General | Specialty | General | Public | Private | Hospital/ | Insurance/ |
|----------|-------|---------|-----------|---------|--------|---------|-----------|------------|
|----------|-------|---------|-----------|---------|--------|---------|-----------|------------|

| | | | | and Specialty | Educational Facility | Educational Facility | Community/ PH | Dental Supply |
|---|------|------|-----|------------------|-------------------------|-------------------------|------------------|------------------|
| Number | | | | | | | | |
| Chairside dental assistant intra-oral including specialties | 3817 | 2552 | 583 | 349 | 51 | 5 | 96 | * |
| Receptionist | 538 | 388 | 68 | 26 | 7 | * | 19 | * |
| Financial coordinator | 32 | 15 | 11 | * | * | * | * | * |
| Treatment coordinator | 183 | 90 | 60 | 21 | * | * | 5 | * |
| Manager (office/ program/department) | 298 | 212 | 38 | 14 | 7 | * | 6 | * |
| Hygienist | 33 | 27 | * | * | * | * | * | * |
| Dental Sales | 10 | * | * | * | * | * | * | 10 |
| Dental Education | 178 | 6 | * | * | 113 | 46 | 39 | * |
| Dental Education | 29 | 6 | * | * | * | * | 6 | 12 |
| Other | 443 | 196 | 67 | 31 | 11 | * | 76 | * |
| Percentage | | | | | | | | |
| Chairside dental assistant intra-oral including specialties | 69% | 73% | 70% | 78% | 29% | 23% | 52% | * |
| Receptionist | 10% | 11% | 8% | 6% | 3% | * | 7% | * |
| Financial coordinator | 1% | 0% | 1% | * | * | * | * | * |
| Treatment coordinator | 3% | 3% | 7% | 5% | * | * | 2% | * |
| Manager (office/ program/department) | 5% | 6% | 5% | 3% | 3% | * | 7% | * |
| Hygienist | 1% | 1% | * | * | * | * | * | * |
| Dental Sales | <1% | * | * | * | * | * | * | 38% |
| Dental Education | 3% | 0% | * | * | 57% | 67% | 8% | * |
| Dental Education | 1% | 0% | * | * | * | * | 1% | 43% |
| Other | 8% | 6% | 8% | 7% | 6% | * | 22% | * |

Business or Office Manager

Table 21 details the number and percent of "yes" answers to the question: "If you are employed in the business office or as office manager, do you have formal education in this area, i.e. a certificate or diploma?"

Table 21
Certificate or Diploma as an Office Manager

| | Number of Responses | % of Responses |
|---------------|---------------------|----------------|
| Alberta | 174 | 20% |
| Manitoba | 30 | 19% |
| New Brunswick | 9 | 17% |
| Newfoundland | 7 | 32% |
| Nova Scotia | 22 | 23% |
| Ontario | 741 | 30% |
| Québec | 6 | 30% |
| Saskatchewan | 30 | 22% |

Designation or Professional Credentials

Table 22
Designation or Professional Credentials

| | Number of Responses | % of Responses |
|-----------------------------|---------------------|----------------|
| CDA | 818 | 13% |
| CDA I | 499 | 8% |
| CDA II | 3,836 | 62% |
| DA (Saskatchewan) | 111 | 2% |
| CPDA | 156 | 3% |
| RDA (includes Saskatchewan) | 1,106 | 18% |
| CDR | 238 | 4% |
| CDTC | 62 | 1% |
| Non-certified | 47 | 1% |
| Student | 34 | 1% |
| RDH | 60 | 1% |

Table 23
Year in Which CDA Certificate was Awarded

| Year | Number of Responses | % of Responses |
|-------------|---------------------|----------------|
| Before 1980 | 395 | 7% |
| 1980 - 1990 | 1058 | 20% |
| 1991 - 1995 | 738 | 15% |
| 1996 - 2000 | 756 | 15% |
| 2001 - 2005 | 887 | 18% |
| 2006 - 2010 | 1229 | 25% |

Training

Orthodontic Module

Table 24
Orthodontic Module

| Completion of Module | Number of Responses | % of Responses |
|----------------------|---------------------|----------------|
| Yes | 1111 | 21% |
| No | 4238 | 79% |

Temporary Crowns/Provisional Module

Table 25
Temporary Crowns/Provisional Module

| Completion of Module | Number of Responses | % of Responses |
|----------------------|---------------------|----------------|
| Yes | 1671 | 31% |
| No | 3644 | 69% |

Periodontal Screening and Recording Course (PSR)

Table 26
Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Number of Responses | % of Responses |
|-----------------------------------|---------------------|----------------|
| Yes | 1068 | 20% |
| No | 4243 | 80% |

Table 27
Orthodontic Module by Province

| Provinces | Module Taken | | Module Not Taken | |
|-----------------------|--------------|-----|------------------|-----|
| | # | % | # | % |
| Alberta | 396 | 28% | 1008 | 72% |
| Manitoba | 96 | 39% | 150 | 61% |
| New Brunswick | 18 | 25% | 55 | 75% |
| Newfoundland | 7 | 19% | 29 | 81% |
| Nova Scotia | 24 | 15% | 132 | 85% |
| Ontario ¹⁰ | 448 | 15% | 2480 | 85% |
| Quebec | 12 | 57% | 9 | 43% |
| Saskatchewan | 51 | 25% | 155 | 75% |

Personal Profile

Age

The average age of all respondents is 38.5 years, with a median of 38 years. Two-thirds of all respondents fall between 28 and 48 years of age.

Table 28 details the number and percent of respondents in five age groups.

Table 28
Age Distribution

| Age Groups | Number of Responses | % of Responses |
|------------|---------------------|----------------|
| Under 25 | 533 | 9% |
| 25 to 34 | 1582 | 27% |
| 35 to 44 | 2037 | 34% |
| 45 to 55 | 1477 | 25% |
| Over 55 | 299 | 5% |

¹⁰ While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties

Hourly Wage¹¹

Wages are up from 2009. Private practice CDAs — general and specialty — and clinical assistants in private educational facilities report a 7% increase; those in community and public settings report of jump of 15%. Small numbers or changes in categories prevent other comparisons from being made.

Table 29
Hourly Wage for All Respondents by Work Setting

| Work Setting | Number of Responses | % of Responses | Average | Median |
|---|---------------------|----------------|---------|---------|
| Private Practice - General Dentistry | 3086 | 65% | \$22.54 | \$21.98 |
| Private Practice - Specialty | 736 | 16% | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 396 | 8% | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | 63 | 1% | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | 54 | 1% | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | 41 | 1% | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | 8 | % | \$23.38 | \$23.00 |
| Hospital | 73 | 2% | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | 6 | <1% | \$26.70 | \$27.69 |
| Community/Public Health | 146 | 3% | \$27.54 | \$26.79 |
| Insurance | 13 | <1% | \$21.12 | \$20.50 |
| Dental Supply | 13 | <1% | \$26.86 | \$24.00 |
| Other | 100 | 2% | \$27.21 | \$27.00 |

Table 30 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 the 2009 results.

Table 30
Hourly Wage for All Respondents by Job Sharing

| Job Share Status | Number of Responses | % of Responses | Average | Median |
|-------------------------------|---------------------|----------------|---------|---------|
| Yes and this is my choice | 657 | 15% | \$22.85 | \$22.00 |
| Yes but this is not my choice | 299 | 7% | \$19.96 | \$19.00 |
| No | 3542 | 79% | \$23.54 | \$22.60 |

As in 2009, respondents who do relief or temporary work will earn less than their peers who work full-time or part-time.

¹¹ The calculation of hourly wage is detailed in the Method Section, page 13.

Table 31
Hourly Wage for All Respondents by Time at Work

| Time at Work | Number of Responses | % of Responses | Average | Median |
|--------------|---------------------|----------------|---------|---------|
| Full-time | 3389 | 74% | \$23.21 | \$22.00 |
| Part-time | 1082 | 24% | \$23.18 | \$22.50 |
| Relief/Temp | 102 | 2% | \$22.40 | \$22.40 |

Table 32
Hourly Wage for All Respondents by Number of Hours Worked per Week

| Hours Worked | Number of Responses | % of Responses | Average | Median |
|--------------|---------------------|----------------|---------|---------|
| Less than 20 | 370 | 8% | \$23.80 | \$23.75 |
| 20 to 29 | 740 | 17% | \$23.38 | \$22.50 |
| 30 to 35 | 1,620 | 36% | \$23.05 | \$22.00 |
| 36 to 40 | 1,430 | 32% | \$23.01 | \$22.00 |
| More than 40 | 849 | 19% | \$23.19 | \$22.00 |

As in 2009, 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 33
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 | 814 | 26% | \$22.53 | \$21.69 |
| No | 2,365 | 74% | \$23.18 | \$22.00 |

Table 34
Hourly Wage for All Respondents by Employment Position

| Position | Number of Responses | % of Responses | Average | Median |
|---|---------------------|----------------|---------|---------|
| Chairside dental assistant intra-oral including specialties | 3,332 | 68% | \$22.56 | \$22.00 |
| Receptionist | 484 | 10% | \$21.72 | \$21.50 |
| Financial coordinator | 29 | 1% | \$23.87 | \$22.00 |
| Treatment coordinator | 168 | 3% | \$25.21 | \$25.00 |
| Manager (office/program/department) | 274 | 6% | \$27.97 | \$26.60 |
| Hygienist | 22 | <1% | \$30.58 | \$30.00 |
| Dental Sales | 10 | <1% | \$27.69 | \$24.56 |
| Dental Education | 162 | 3% | \$30.63 | \$28.00 |
| Insurance Claims | 25 | 1% | \$23.24 | \$22.00 |
| Other | 382 | 8% | \$24.49 | \$24.00 |

As in the past, the more experienced the respondent, the higher the hourly wage. These results are detailed in Table 35

Table 35
Hourly Wage for All Respondents by Year of Graduation

| Range of Years | Number of Responses | % of Responses | Average | Median |
|----------------|---------------------|----------------|---------|---------|
| Before 1980 | 347 | 8% | \$27.60 | \$25.75 |
| 1980 to 1990 | 906 | 22% | \$25.35 | \$24.47 |
| 1991 to 1995 | 620 | 15% | \$24.49 | \$24.00 |
| 1996 to 2000 | 648 | 15% | \$23.76 | \$23.00 |
| 2001 to 2005 | 740 | 18% | \$22.52 | \$22.00 |
| 2006 to 2010 | 989 | 24% | \$19.66 | \$19.00 |

Table 36
Hourly Wage for All Respondents by Completion of the Orthodontic Module¹²

| Completion of Module and Practice | Number of Responses | % of Responses | Average | Median |
|-----------------------------------|---------------------|----------------|---------|---------|
| Yes | 904 | 20% | \$24.55 | \$24.00 |
| No | 3,567 | 80% | \$23.18 | \$22.00 |

¹² While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties

Table 37
Hourly Wage for All Respondents by Completion of the Temporary Crowns/Provisional Module

| Completion of Module and Practice | Number of Responses | % of Responses | Average | Median |
|-----------------------------------|---------------------|----------------|---------|---------|
| Yes | 1,414 | 32% | \$25.29 | \$25.00 |
| No | 3027 | 68% | \$22.63 | \$22.00 |

Table 38
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 | 885 | 20% | \$24.82 | \$24.50 |
| No | 3,544 | 80% | \$23.11 | \$22.00 |

Table 39
Hourly Wage for All Respondents by Age

| Completion of Module and Practice | Number of Responses | % of Responses | Average | Median |
|-----------------------------------|---------------------|----------------|---------|---------|
| 30 or less | 1,120 | 23% | \$20.80 | \$20.00 |
| 31 to 35 | 699 | 15% | \$22.63 | \$22.00 |
| 36 to 40 | 845 | 18% | \$23.40 | \$23.00 |
| 41 to 45 | 817 | 17% | \$24.18 | \$23.40 |
| 46 to 50 | 634 | 13% | \$24.60 | \$24.00 |
| 51 and over | 682 | 14% | \$25.96 | \$24.50 |

Table 40
Hourly Wage for All Respondents by Years Working for Primary Employer

| Years | Number of Responses | % of Responses | Average | Median |
|------------------|---------------------|----------------|---------|---------|
| One year or less | 599 | 21% | \$20.59 | \$20.00 |
| 2 to 3 | 563 | 19% | \$21.64 | \$20.03 |
| 4 to 7 | 623 | 21% | \$22.75 | \$21.60 |
| 8 to 12 | 436 | 15% | \$23.57 | \$23.00 |
| 13 to 20 | 375 | 13% | \$25.16 | \$24.00 |
| 21 or more | 312 | 11% | \$25.84 | \$24.85 |

Hourly Wage

Primary Work Setting

Table 41
Hourly Wage by Primary Work Setting

| Primary Work Setting | Responses | | Hourly Wage | |
|---|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Private Practice - General Dentistry | 3,086 | 65% | \$22.54 | \$21.98 |
| Private Practice - Specialty | 736 | 16% | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 396 | 8% | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | 63 | 1% | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | 54 | 1% | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | 41 | 1% | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | 8 | <1% | \$23.38 | \$23.00 |
| Hospital | 73 | 2% | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | 6 | <1% | \$26.70 | \$27.69 |
| Community/Public Health | 146 | 3% | \$27.54 | \$26.79 |
| Insurance | 13 | <1% | \$21.12 | \$20.50 |
| Dental Supply | 13 | <1% | \$26.86 | \$24.00 |
| Other | 100 | 2% | \$27.21 | \$27.00 |

*Job Share*¹³

Table 42
Hourly Wage for Job Sharing Choice by Province

| Province | Yes, by choice | | | | Yes, not by choice | | | |
|---------------|----------------|-----|-------------|---------|--------------------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 214 | 18% | \$27.01 | \$27.00 | 38 | 3% | \$26.15 | \$26.00 |
| Manitoba | 20 | 10% | \$20.61 | \$20.50 | 8 | 4% | \$18.22 | \$18.90 |
| New Brunswick | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | 5 | 22% | \$13.85 | \$12.75 |
| Nova Scotia | 7 | 5% | \$18.57 | \$17.66 | 5 | 3% | \$17.57 | \$18.00 |
| Ontario | 387 | 14% | \$20.96 | \$20.11 | 233 | 9% | \$19.30 | \$18.50 |
| Quebec | * | * | * | * | * | * | * | * |
| Saskatchewan | 19 | 11% | \$22.15 | \$21.50 | * | * | * | * |

Table 43
Hourly Wage for Do Not Job Share by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 942 | 79% | \$28.31 | \$28.00 |
| Manitoba | 171 | 86% | \$21.76 | \$20.70 |
| New Brunswick | 48 | 87% | \$20.72 | \$19.00 |
| Newfoundland | 18 | 67% | \$17.83 | \$18.00 |
| Nova Scotia | 135 | 92% | \$20.01 | \$19.00 |
| Ontario | 2054 | 77% | \$21.89 | \$21.00 |
| Québec | 13 | 68% | \$19.05 | \$18.50 |
| Saskatchewan | 161 | 88% | \$23.40 | \$23.00 |

¹³ Percentages in this section are based on the number of responses from the province that have responded to the job share question.

*Time at Work*¹⁴

Table 44
Hourly Wage for Time at Work by Province

| Province | Full Time | | | | Part Time | | | |
|---------------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 816 | 67% | \$27.97 | \$27.14 | 355 | 29% | \$28.19 | \$27.67 |
| Manitoba | 139 | 69% | \$21.75 | \$21.00 | 57 | 28% | \$21.26 | \$20.35 |
| New Brunswick | 49 | 86% | \$20.70 | \$19.00 | 7 | 12% | \$16.29 | \$16.00 |
| Newfoundland | 26 | 90% | \$16.80 | \$16.50 | * | * | * | * |
| Nova Scotia | 131 | 87% | \$20.03 | \$19.00 | 14 | 9% | \$17.67 | \$17.83 |
| Ontario | 2080 | 76% | \$21.80 | \$21.00 | 594 | 22% | \$20.64 | \$20.00 |
| Quebec | 16 | 84% | \$18.58 | \$18.25 | * | * | * | * |
| Saskatchewan | 132 | 71% | \$23.40 | \$22.50 | 49 | 26% | \$23.12 | \$23.50 |

Table 45
Hourly Wage for Temp/Relief by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 39 | 3% | \$26.30 | \$26.18 |
| Manitoba | 5 | 2% | \$17.67 | \$18.00 |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | 5 | 3% | \$21.14 | \$22.80 |
| Ontario | 48 | 2% | \$20.21 | \$20.00 |
| Quebec | * | * | * | * |
| Saskatchewan | * | * | * | * |

¹⁴ Percentages in this section are based on the number of responses from the province that have responded to the employment status question.

Days Worked per Week¹⁵

Table 46
Hourly Wage for One to Two Day Work Week by Province

| Province | One Day a Week | | | | Two Days a Week | | | |
|---------------|----------------|----|-------------|---------|-----------------|----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 34 | 3% | \$27.72 | \$28.00 | 100 | 9% | \$28.28 | \$28.00 |
| Manitoba | * | * | * | * | 11 | 6% | \$21.85 | \$20.00 |
| New Brunswick | * | * | * | * | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * |
| Nova Scotia | * | * | * | * | * | * | * | * |
| Ontario | 45 | 2% | \$20.28 | \$19.00 | 119 | 4% | \$20.57 | \$20.00 |
| Quebec | * | * | * | * | * | * | * | * |
| Saskatchewan | * | * | * | * | * | * | * | * |

Table 47
Hourly Wage for Three to Four Day Work Week by Province

| Province | Three Days a Week | | | | Four Days a Week | | | |
|---------------|-------------------|-----|-------------|---------|------------------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 156 | 14% | \$28.22 | \$27.10 | 424 | 37% | \$28.05 | \$27.53 |
| Manitoba | 27 | 14% | \$20.84 | \$19.36 | 62 | 31% | \$21.36 | \$21.45 |
| New Brunswick | * | * | * | * | 32 | 59% | \$19.66 | \$18.94 |
| Newfoundland | * | * | * | * | 12 | 43% | \$15.64 | \$15.75 |
| Nova Scotia | * | * | * | * | 99 | 68% | \$19.32 | \$18.72 |
| Ontario | 293 | 11% | \$21.09 | \$21.00 | 1193 | 45% | \$21.37 | \$20.90 |
| Quebec | * | * | * | * | 11 | 61% | \$19.06 | \$20.00 |
| Saskatchewan | 22 | 12% | \$25.44 | \$25.13 | 70 | 39% | \$23.68 | \$23.10 |

¹⁵ Percentages in this section are based on the number of responses from the province that have responded to the hours per day and hours per week questions.

Table 48
Hourly Wage for Five Day Work Week by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 428 | 37% | \$27.91 | \$27.00 |
| Manitoba | 94 | 47% | \$21.86 | \$20.50 |
| New Brunswick | 17 | 31% | \$22.12 | \$19.50 |
| Newfoundland | 15 | 54% | \$17.58 | \$17.75 |
| Nova Scotia | 32 | 22% | \$22.53 | \$20.88 |
| Ontario | 1000 | 38% | \$21.94 | \$21.00 |
| Quebec | 5 | 28% | \$16.90 | \$18.00 |
| Saskatchewan | 79 | 44% | \$22.79 | \$22.00 |

Business Office or Office Manager Position and Formal Education

Table 49
Hourly Wage for Respondents who are employed in the Business Office or as Office Manager with and without Formal Education in the Area, by Province

| Province | Yes, Formal Education in Area | | | | No Formal Education in Area | | | |
|---------------|-------------------------------|-----|-------------|---------|-----------------------------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 145 | 20% | \$27.34 | \$27.00 | 580 | 80% | \$28.06 | \$27.00 |
| Manitoba | 21 | 17% | \$24.83 | \$23.00 | 102 | 83% | \$21.07 | \$20.00 |
| New Brunswick | 8 | 17% | \$17.99 | \$18.79 | 39 | 83% | \$20.46 | \$18.79 |
| Newfoundland | 6 | 32% | \$25.46 | \$21.50 | 13 | 68% | \$15.63 | \$15.50 |
| Nova Scotia | 18 | 22% | \$19.55 | \$20.00 | 65 | 78% | \$20.07 | \$19.00 |
| Ontario | 584 | 29% | \$21.39 | \$20.00 | 1459 | 71% | \$21.68 | \$21.00 |
| Quebec | 5 | 33% | \$22.37 | \$16.35 | 10 | 67% | \$19.94 | \$20.00 |
| Saskatchewan | 27 | 22% | \$22.28 | \$21.88 | 97 | 78% | \$23.30 | \$22.00 |

*Employment Position*¹⁶

Table 50
Hourly Wage for Chairside assistant intra-oral Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 991 | 76% | \$27.26 | \$27.00 |
| Manitoba | 156 | 73% | \$20.90 | \$20.45 |
| New Brunswick | 42 | 66% | \$18.74 | \$18.35 |
| Newfoundland | 26 | 84% | \$16.96 | \$17.25 |
| Nova Scotia | 132 | 83% | \$19.25 | \$18.55 |
| Ontario | 1,825 | 63% | \$20.58 | \$20.00 |
| Quebec | 17 | 81% | \$17.76 | \$18.00 |
| Saskatchewan | 143 | 73% | \$22.92 | \$22.00 |

Table 51
Hourly Wage for Receptionist Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 69 | 5% | \$27.02 | \$27.00 |
| Manitoba | 11 | 5% | \$20.00 | \$19.75 |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | 8 | 5% | \$18.95 | \$19.48 |
| Ontario | 376 | 13% | \$20.90 | \$20.93 |
| Quebec | * | * | * | * |
| Saskatchewan | 17 | 9% | \$21.72 | \$21.50 |

¹⁶ Percentages in this section are based on the number of responses from the province that have responded to the employment position question.

Table 52
Hourly Wage for Financial Coordinator Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 7 | 1% | \$27.32 | \$27.50 |
| Manitoba | * | * | * | * |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 20 | 1% | \$22.99 | \$22.50 |
| Quebec | * | * | * | * |
| Saskatchewan | * | * | * | * |

Table 53
Hourly Wage for Treatment Coordinator Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 31 | 2% | \$31.33 | \$30.42 |
| Manitoba | * | * | * | * |
| New Brunswick | 5 | 8% | \$21.86 | \$22.00 |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 123 | 4% | \$23.86 | \$24.00 |
| Quebec | * | * | * | * |
| Saskatchewan | * | * | * | * |

Table 54
Hourly Wage for Manager (Office/Program/Department) Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 55 | 4% | \$33.71 | \$32.00 |
| Manitoba | 12 | 6% | \$26.32 | \$25.03 |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 192 | 7% | \$26.54 | \$25.00 |
| Quebec | * | * | * | * |
| Saskatchewan | 7 | 4% | \$29.97 | \$29.00 |

Table 55
Hourly Wage for Hygienist Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 5 | <1% | \$46.40 | \$49.00 |
| Manitoba | * | * | * | * |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 15 | 1% | \$25.42 | \$26.00 |
| Quebec | * | * | * | * |
| Saskatchewan | * | * | * | * |

Table 56
Hourly Wage for Dental Sales Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | * | * | * | * |
| Manitoba | * | * | * | * |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 10 | <1% | \$27.69 | \$24.56 |
| Quebec | * | * | * | * |
| Saskatchewan | * | * | * | * |

Table 57
Hourly Wage for Dental Education Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 37 | 3% | \$35.62 | \$32.00 |
| Manitoba | 8 | 4% | \$27.99 | \$30.81 |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 97 | 3% | \$28.28 | \$26.42 |
| Quebec | * | * | * | * |
| Saskatchewan | 10 | 5% | \$30.89 | \$27.00 |

Table 58
Hourly Wage for Insurance Claims Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 8 | 1% | \$24.31 | \$23.76 |
| Manitoba | * | * | * | * |
| New Brunswick | * | * | * | * |
| Newfoundland | * | * | * | * |
| Nova Scotia | * | * | * | * |
| Ontario | 10 | <1% | \$23.02 | \$24.32 |
| Quebec | * | * | * | * |
| Saskatchewan | * | * | * | * |

Table 59
Hourly Wage for Other Employment Position by Province

| Province | Responses | | Hourly Wage | |
|---------------|-----------|-----|-------------|---------|
| | Number | % | Average | Median |
| Alberta | 98 | 8% | \$29.75 | \$30.00 |
| Manitoba | 23 | 11% | \$23.21 | \$20.00 |
| New Brunswick | 5 | 8% | \$26.28 | \$22.00 |
| Newfoundland | * | * | * | * |
| Nova Scotia | 8 | 5% | \$20.32 | \$21.13 |
| Ontario | 234 | 8% | \$22.62 | \$22.00 |
| Quebec | * | * | * | * |
| Saskatchewan | 10 | 5% | \$23.95 | \$25.31 |

*Year of Graduation*¹⁷

Table 60
Hourly Wage for Year of Graduation (1995 and earlier) by Province

| Province | Before 1980 | | | | 1980-1990 | | | | 1991-1995 | | | |
|---------------|-------------|-----|-------------|---------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median | # | % | Average | Median |
| Alberta | 100 | 9% | \$31.80 | \$30.00 | 234 | 22% | \$29.85 | \$28.63 | 145 | 14% | \$29.12 | \$29.00 |
| Manitoba | 19 | 11% | \$24.86 | \$23.38 | 47 | 26% | \$24.08 | \$22.22 | 23 | 13% | \$20.83 | \$20.00 |
| New Brunswick | * | * | * | * | 8 | 14% | \$21.53 | \$22.43 | 10 | 18% | \$24.21 | \$21.57 |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | * | * | * | * | 36 | 27% | \$21.74 | \$21.00 | 25 | 19% | \$20.36 | \$20.00 |
| Ontario | 137 | 5% | \$25.34 | \$24.28 | 539 | 21% | \$23.90 | \$23.00 | 394 | 15% | \$23.24 | \$22.50 |
| Québec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 31 | 18% | \$26.24 | \$24.00 | 37 | 21% | \$24.76 | \$23.86 | 21 | 12% | \$25.46 | \$25.25 |

Table 61
Hourly Wage for Year of Graduation (1996-2010) by Province

| Province | 1996-2000 | | | | 2001-2005 | | | | 2006-2010 | | | |
|---------------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median | # | % | Average | Median |
| Alberta | 162 | 15% | \$28.43 | \$28.00 | 206 | 19% | \$27.65 | \$27.00 | 222 | 21% | \$24.76 | \$25.00 |
| Manitoba | 26 | 15% | \$21.55 | \$21.30 | 21 | 12% | \$20.23 | \$19.50 | 42 | 24% | \$18.90 | \$18.63 |
| New Brunswick | 9 | 16% | \$19.16 | \$19.00 | 14 | 25% | \$20.86 | \$21.00 | 14 | 25% | \$15.88 | \$16.75 |
| Newfoundland | * | * | * | * | 5 | 19% | \$17.60 | \$17.50 | 12 | 46% | \$15.04 | \$15.53 |
| Nova Scotia | 24 | 18% | \$19.86 | \$18.89 | 17 | 13% | \$19.75 | \$18.50 | 26 | 20% | \$17.06 | \$17.00 |
| Ontario | 398 | 16% | \$22.38 | \$22.00 | 458 | 18% | \$20.53 | \$20.00 | 619 | 24% | \$18.16 | \$18.00 |
| Québec | * | * | * | * | * | * | * | * | 6 | 40% | \$15.33 | \$16.00 |
| Saskatchewan | 22 | 13% | \$24.67 | \$23.65 | 16 | 9% | \$22.61 | \$23.22 | 48 | 27% | \$20.23 | \$20.00 |

¹⁷ Percentages in this section are based on the number of responses from the province that have responded to the "year graduated" question.

Completion of Orthodontic Module and Practice

Table 62
Hourly Wage for Completion of the Orthodontic Module by Province

| Province | Yes | | | | No | | | |
|-----------------------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 354 | 28% | \$29.44 | \$28.50 | 903 | 72% | \$27.45 | \$27.00 |
| Manitoba | 79 | 38% | \$22.30 | \$21.75 | 128 | 62% | \$21.31 | \$20.00 |
| New Brunswick | 15 | 24% | \$21.41 | \$19.32 | 48 | 76% | \$20.53 | \$18.50 |
| Newfoundland | 6 | 19% | \$20.92 | \$22.50 | 25 | 81% | \$17.88 | \$15.80 |
| Nova Scotia | 21 | 15% | \$20.52 | \$20.00 | 118 | 85% | \$19.56 | \$18.65 |
| Ontario ¹⁸ | 373 | 15% | \$20.73 | \$20.00 | 2197 | 85% | \$21.87 | \$21.00 |
| Québec | 9 | 56% | \$18.89 | \$20.00 | 7 | 44% | \$23.24 | \$18.50 |
| Saskatchewan | 47 | 25% | \$26.20 | \$26.00 | 141 | 75% | \$22.86 | \$22.00 |

Completion of Temporary Crowns/Provisional Module and Practice

Table 63
Hourly Wage for Completion of the Temporary Crowns/Provisional Module by Province

| Province | Yes | | | | No | | | |
|---------------|-----------|-----|-------------|---------|-----------|------|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 891 | 70% | \$27.99 | \$27.50 | 375 | 30% | \$28.25 | \$27.50 |
| Manitoba | 15 | 8% | \$21.02 | \$22.00 | 181 | 92% | \$21.68 | \$20.25 |
| New Brunswick | 15 | 24% | \$18.50 | \$18.50 | 48 | 76% | \$21.45 | \$19.00 |
| Newfoundland | * | * | * | * | 27 | 100% | \$18.24 | \$16.00 |
| Nova Scotia | 18 | 13% | \$19.56 | \$19.63 | 124 | 87% | \$19.84 | \$19.00 |
| Ontario | 350 | 14% | \$19.86 | \$19.00 | 2191 | 86% | \$21.96 | \$21.13 |
| Québec | 10 | 63% | \$18.34 | \$19.25 | 6 | 38% | \$24.89 | \$25.18 |
| Saskatchewan | 115 | 61% | \$23.88 | \$22.50 | 75 | 39% | \$23.19 | \$23.00 |

¹⁸ While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties. This may explain the salary range for dental assistants working in Ontario in an orthodontic practice.

Completion of Periodontal Screening and Recording Course and Practice

Table 64
Hourly Wage for Completion of the Periodontal Screening and Recording (PSR) Course by Province

| Province | Yes | | | | No | | | |
|---------------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median |
| Alberta | 498 | 40% | \$27.71 | \$27.00 | 757 | 60% | \$28.24 | \$28.00 |
| Manitoba | 16 | 8% | \$22.73 | \$22.25 | 181 | 92% | \$21.48 | \$20.25 |
| New Brunswick | 11 | 18% | \$20.02 | \$18.00 | 51 | 82% | \$20.95 | \$19.00 |
| Newfoundland | * | * | * | * | 27 | 96% | \$18.24 | \$16.00 |
| Nova Scotia | 10 | 7% | \$19.68 | \$20.00 | 130 | 93% | \$19.67 | \$18.76 |
| Ontario | 304 | 12% | \$20.78 | \$20.00 | 2241 | 88% | \$21.78 | \$21.00 |
| Québec | 5 | 31% | \$18.50 | \$20.00 | 11 | 69% | \$22.02 | \$20.00 |
| Saskatchewan | 40 | 22% | \$23.95 | \$23.35 | 146 | 78% | \$23.59 | \$22.56 |

Age

Table 65
Hourly Wage for Age Group (40 years and under) by Province

| Province | 30 or under | | | | 31 to 35 | | | | 36 to 40 | | | |
|---------------|-------------|-----|-------------|---------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median | # | % | Average | Median |
| Alberta | 327 | 26% | \$25.70 | \$25.00 | 186 | 15% | \$27.13 | \$27.00 | 204 | 16% | \$28.03 | \$28.00 |
| Manitoba | 48 | 23% | \$19.32 | \$19.55 | 31 | 15% | \$19.67 | \$19.17 | 36 | 17% | \$22.82 | \$21.90 |
| New Brunswick | 21 | 33% | \$17.67 | \$16.95 | 9 | 14% | \$18.56 | \$18.50 | 12 | 19% | \$20.26 | \$20.32 |
| Newfoundland | 14 | 45% | \$16.25 | \$16.50 | 8 | 26% | \$16.64 | \$17.00 | 5 | 16% | \$18.50 | \$20.00 |
| Nova Scotia | 32 | 20% | \$17.06 | \$16.95 | 29 | 18% | \$19.40 | \$19.00 | 27 | 17% | \$19.68 | \$18.74 |
| Ontario | 617 | 22% | \$18.73 | \$18.00 | 403 | 14% | \$21.23 | \$20.75 | 534 | 19% | \$21.88 | \$21.50 |
| Québec | * | * | * | * | 7 | 29% | \$17.14 | \$16.00 | * | * | * | * |
| Saskatchewan | 59 | 31% | \$20.87 | \$20.00 | 26 | 13% | \$23.85 | \$22.65 | 27 | 14% | \$25.02 | \$25.00 |

Table 66
Hourly Wage for Age Group (41 years and over) by Province

| Province | 41 to 45 | | | | 46 to 50 | | | | 51 and over | | | |
|---------------|-----------|-----|-------------|---------|-----------|-----|-------------|---------|-------------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median | # | % | Average | Median |
| Alberta | 210 | 17% | \$29.36 | \$28.40 | 168 | 13% | \$29.55 | \$28.50 | 176 | 14% | \$30.90 | \$30.00 |
| Manitoba | 36 | 17% | \$22.16 | \$22.25 | 31 | 15% | \$22.54 | \$22.14 | 30 | 14% | \$24.78 | \$23.31 |
| New Brunswick | 7 | 11% | \$21.43 | \$20.00 | 8 | 13% | \$21.45 | \$25.05 | 7 | 11% | \$32.34 | \$24.85 |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 31 | 20% | \$21.28 | \$20.00 | 23 | 15% | \$20.16 | \$20.30 | 15 | 10% | \$22.99 | \$23.00 |
| Ontario | 510 | 18% | \$22.42 | \$22.00 | 373 | 13% | \$22.91 | \$22.00 | 412 | 14% | \$23.95 | \$23.00 |
| Québec | 5 | 21% | \$25.00 | \$22.00 | 5 | 21% | \$20.34 | \$18.50 | * | * | * | * |
| Saskatchewan | 17 | 9% | \$23.84 | \$22.50 | 25 | 13% | \$25.37 | \$24.00 | 39 | 20% | \$25.26 | \$23.50 |

Years at Current Primary Employer

Table 67
Hourly Wage for Years at Current Primary Employer (7 or less) by Province

| Province | One year or less | | | | Two to three years | | | | Four to seven years | | | |
|---------------|------------------|-----|-------------|---------|--------------------|-----|-------------|---------|---------------------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median | # | % | Average | Median |
| Alberta | 176 | 24% | \$25.35 | \$25.00 | 159 | 21% | \$26.71 | \$26.85 | 161 | 22% | \$28.09 | \$28.00 |
| Manitoba | 23 | 19% | \$18.50 | \$18.00 | 21 | 18% | \$18.97 | \$19.30 | 25 | 21% | \$21.29 | \$20.50 |
| New Brunswick | 7 | 25% | \$17.98 | \$16.00 | 6 | 21% | \$19.26 | \$18.29 | * | * | * | * |
| Newfoundland | 5 | 21% | \$15.93 | \$15.00 | * | * | * | * | 5 | 21% | \$17.60 | \$18.00 |
| Nova Scotia | 19 | 22% | \$17.38 | \$17.00 | 20 | 23% | \$19.19 | \$18.75 | 14 | 16% | \$19.64 | \$18.58 |
| Ontario | 343 | 19% | \$18.64 | \$18.00 | 322 | 18% | \$19.66 | \$19.00 | 395 | 22% | \$20.89 | \$20.00 |
| Québec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 22 | 17% | \$20.52 | \$21.25 | 27 | 21% | \$21.59 | \$20.50 | 17 | 13% | \$22.92 | \$22.00 |

Table 68
Hourly Wage for Years at Current Primary Employer (8 or more) by Province

| Province | Eight to twelve | | | | Thirteen to twenty | | | | Twenty-one or more | | | |
|---------------|-----------------|-----|-------------|---------|--------------------|-----|-------------|---------|--------------------|-----|-------------|---------|
| | Responses | | Hourly Wage | | Responses | | Hourly Wage | | Responses | | Hourly Wage | |
| | # | % | Average | Median | # | % | Average | Median | # | % | Average | Median |
| Alberta | 93 | 13% | \$28.21 | \$28.00 | 82 | 11% | \$31.86 | \$31.75 | 70 | 9% | \$30.88 | \$31.00 |
| Manitoba | 18 | 15% | \$20.36 | \$20.48 | 12 | 10% | \$24.21 | \$23.25 | 19 | 16% | \$26.61 | \$24.00 |
| New Brunswick | 6 | 21% | \$19.08 | \$19.00 | 5 | 18% | \$20.94 | \$19.50 | * | * | * | * |
| Newfoundland | * | * | * | * | * | * | * | * | * | * | * | * |
| Nova Scotia | 16 | 18% | \$21.68 | \$21.75 | 9 | 10% | \$19.37 | \$18.50 | 10 | 11% | \$19.00 | \$19.31 |
| Ontario | 273 | 15% | \$22.51 | \$22.00 | 238 | 13% | \$23.37 | \$22.98 | 194 | 11% | \$24.12 | \$23.00 |
| Québec | * | * | * | * | * | * | * | * | * | * | * | * |
| Saskatchewan | 22 | 17% | \$24.19 | \$24.06 | 26 | 20% | \$23.96 | \$24.00 | 15 | 12% | \$27.60 | \$25.62 |

Adjustments

Figure 1 shows that more than half of respondents had no change in their compensation from January 1, 2010 to January 1, 2011.

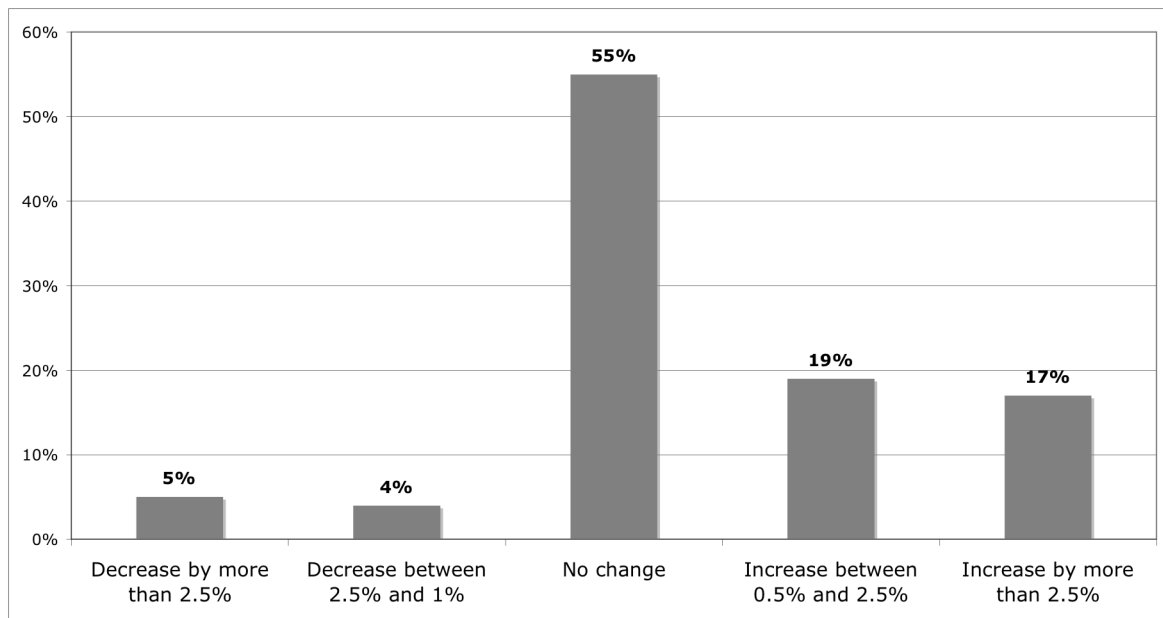


Figure 1 Change in compensation from 2010 to 2011

Table 69
Ways in Which Wage Increases are Determined

| | Number of Responses | % of Responses |
|---------------------------|---------------------|----------------|
| Employment agreement | 1142 | 20% |
| Based on a union contract | 362 | 6% |
| Based on cost of living | 846 | 15% |
| Based on merit | 1336 | 24% |
| Based on profitability | 870 | 16% |
| No wage increases | 1179 | 21% |
| Other | 980 | 17% |

Table 70 indicates that wage increases and the criteria by which they are determined.

Table 70
Criteria by which Wage Increases are Determined

| Regions | Employment Agreement | | Union Contract | | Cost of living | | Merit | | Profitability | | Other | |
|---------------|----------------------|-----|----------------|-----|----------------|-----|-------|-----|---------------|-----|-------|-----|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Alberta | 312 | 21% | 97 | 7% | 223 | 15% | 408 | 28% | 252 | 17% | 267 | 18% |
| Manitoba | 63 | 25% | 21 | 8% | 35 | 14% | 52 | 20% | 27 | 11% | 61 | 24% |
| New Brunswick | 17 | 23% | * | * | 17 | 23% | 23 | 31% | 12 | 16% | 9 | 12% |
| Newfoundland | 9 | 24% | * | * | * | * | 10 | 26% | 6 | 16% | 9 | 24% |
| Nova Scotia | 36 | 20% | 14 | 8% | 46 | 26% | 39 | 22% | 17 | 9% | 34 | 19% |
| Ontario | 650 | 19% | 211 | 6% | 478 | 14% | 745 | 22% | 530 | 16% | 536 | 16% |
| Quebec | * | * | 6 | 21% | 11 | 38% | 6 | 21% | * | * | * | * |
| Saskatchewan | 54 | 25% | 11 | 5% | 33 | 15% | 53 | 25% | 23 | 11% | 59 | 27% |

Of the respondents working in dentistry, 38% of overall respondents report having a performance review each year, 31% do not have an annual performance review but would like to have one. Table 71 details the results by province.

Table 71
Performance Review by Province and Employment Status: Full-Time, Part-Time, Relief/Temp

| Regions | Full-Time | | Part-Time | | Relief/Temp | |
|---------------|-----------|-----|-----------|-----|-------------|-----|
| | # | % | # | # | % | # |
| Alberta | 425 | 46% | 138 | 35% | * | * |
| Manitoba | 62 | 38% | 21 | 30% | * | * |
| New Brunswick | 17 | 29% | * | * | * | * |
| Newfoundland | 12 | 39% | * | * | * | * |
| Nova Scotia | 56 | 38% | 6 | 38% | * | * |
| Ontario | 940 | 39% | 211 | 32% | 10 | 18% |
| Quebec | 8 | 38% | * | * | * | * |
| Saskatchewan | 52 | 36% | 11 | 20% | * | * |

Of the respondents working in dentistry, 32% report having an annual salary review each year, 38% do not have an annual performance review but would like to have one. Table 72 details the results by province.

Table 72
Annual Salary Review by Province and Employment Status: Full-Time, Part-Time, Relief/Temp

| Regions | Full-Time | | Part-Time | | Relief/Temp | |
|---------------|-----------|-----|-----------|-----|-------------|----|
| | # | % | # | # | % | # |
| Alberta | 341 | 37% | 115 | 29% | * | * |
| Manitoba | 75 | 46% | 18 | 26% | * | * |
| New Brunswick | 18 | 31% | * | * | * | * |
| Newfoundland | 12 | 39% | * | * | * | * |
| Nova Scotia | 61 | 41% | 7 | 44% | * | * |
| Ontario | 719 | 30% | 184 | 28% | 5 | 9% |
| Quebec | 9 | 43% | * | * | * | * |
| Saskatchewan | 51 | 35% | * | * | * | * |

Of the respondents working in dentistry, 44% report negotiating a raise at one point in time while 21% did not, but would like to. The results for the number and percent of respondents who negotiate a raise are detailed in Table 73.

Table 73
Negotiating a Raise with Employer by Province and Employment Status: Full-Time, Part-Time, Relief/Temp

| Regions | Full-Time | | Part-Time | | Relief/Temp | |
|---------------|-----------|-----|-----------|-----|-------------|-----|
| | # | % | # | # | % | # |
| Alberta | 424 | 46% | 149 | 38% | 18 | 42% |
| Manitoba | 76 | 46% | 30 | 43% | * | * |
| New Brunswick | 22 | 38% | 5 | 71% | * | * |
| Newfoundland | 10 | 32% | * | * | * | * |
| Nova Scotia | 59 | 40% | * | * | * | * |
| Ontario | 1092 | 46% | 282 | 42% | 20 | 35% |
| Quebec | 13 | 62% | * | * | * | * |
| Saskatchewan | 62 | 43% | 19 | 35% | * | * |

Overtime

Overall, 30% of respondents reported working overtime by choice while 17% worked overtime not by choice, down from 2009 when overtime was reported by 61% of respondents. Table 74 details the number and percent of respondents who work overtime by province.

Table 74
Overtime by Province

| Province | Yes and this is my choice | | Yes but this is not my choice | | No | |
|---------------|---------------------------|-----|-------------------------------|-----|------|-----|
| | # | % | # | % | # | % |
| Alberta | 553 | 38% | 334 | 23% | 571 | 39% |
| Manitoba | 110 | 43% | 64 | 25% | 80 | 31% |
| New Brunswick | 21 | 28% | 15 | 20% | 39 | 52% |
| Newfoundland | 16 | 42% | 5 | 13% | 16 | 42% |
| Nova Scotia | 41 | 23% | 26 | 15% | 111 | 62% |
| Ontario | 815 | 24% | 453 | 14% | 2048 | 61% |
| Quebec | 11 | 38% | 5 | 17% | 12 | 41% |
| Saskatchewan | 78 | 36% | 42 | 20% | 95 | 44% |

Overall, 64% of respondents who work overtime are always compensated for overtime; 10% are compensated sometimes; 26% are not compensated. These results are very similar to those obtained in 2009. Table 75 details these results by province.

Table 75
Compensation for Overtime by Province

| Regions | Yes | | No | | Sometimes | |
|---------------|-----|-----|-----|-----|-----------|-----|
| | # | % | # | % | # | % |
| Alberta | 631 | 66% | 244 | 26% | 76 | 8% |
| Manitoba | 132 | 71% | 33 | 18% | 20 | 11% |
| New Brunswick | 25 | 58% | 15 | 35% | 3 | 7% |
| Newfoundland | 12 | 52% | 7 | 30% | 4 | 17% |
| Nova Scotia | 54 | 66% | 17 | 21% | 11 | 13% |
| Ontario | 922 | 62% | 410 | 27% | 162 | 11% |
| Quebec | 15 | 88% | 1 | 6% | 1 | 6% |
| Saskatchewan | 93 | 71% | 28 | 21% | 10 | 8% |

Of the respondents who are compensated for their overtime work, four of ten are paid either at their regular rate (45%), three of ten at a premium rate (33%), 16% have a contribution made to a time bank and 6% are compensated in another manner. Table 76 details these results by province.

Table 76
Modality of Compensation for Overtime by Province

| Province | Paid at regular rate | | Paid at premium rate | | Time bank | | Other | |
|---------------|----------------------|-----|----------------------|-----|-----------|-----|-------|----|
| | # | % | # | % | # | # | % | # |
| Alberta | 262 | 34% | 343 | 44% | 126 | 16% | 47 | 6% |
| Manitoba | 43 | 28% | 67 | 43% | 32 | 21% | 13 | 8% |
| New Brunswick | 17 | 53% | * | * | 9 | 28% | * | * |
| Newfoundland | 9 | 50% | * | * | 5 | 28% | * | * |
| Nova Scotia | 42 | 66% | 7 | 11% | 11 | 17% | * | * |
| Ontario | 664 | 55% | 299 | 25% | 179 | 15% | 71 | 6% |
| Quebec | 6 | 46% | * | * | * | * | * | * |
| Saskatchewan | 28 | 25% | 62 | 56% | 11 | 10% | 9 | 8% |

Benefits

Table 77
Annual License Fee Benefit

| | Number of responses | Percentage of responses |
|---|---------------------|-------------------------|
| 100% of the annual license fee is paid by my employer | 742 | 13% |
| Part of the annual license fee is paid by my employer | 120 | 2% |
| None of the annual license fee is paid by my employer | 4651 | 83% |

Table 78
Benefits Provided by Source

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Dental benefit to you | 3,405 | 61% | 2,169 | 39% | 275 | 5% | 696 | 12% |
| Registration for a professional or scientific conference | 2,582 | 46% | 7 | <1% | 72 | 1% | 2,892 | 52% |
| Dental benefit to your family | 2,570 | 46% | 2,349 | 42% | 294 | 5% | 1,198 | 21% |
| Continuing education | 2,547 | 45% | 28 | <1% | 118 | 2% | 2,930 | 52% |
| Paid sick leave | 1,702 | 30% | 90 | 2% | 169 | 3% | 3,619 | 65% |
| Massage Therapy | 986 | 18% | 1,984 | 35% | 287 | 5% | 2,527 | 45% |
| Disability insurance | 952 | 17% | 753 | 13% | 703 | 13% | 3,271 | 58% |
| Chiropractic services | 947 | 17% | 1,860 | 33% | 281 | 5% | 2,697 | 48% |
| Medical Services Plan (MSP) | 899 | 16% | 2,038 | 36% | 350 | 6% | 2,459 | 44% |
| Physiotherapy | 897 | 16% | 1,984 | 35% | 258 | 5% | 2,612 | 47% |
| Critical Illness | 825 | 15% | 729 | 13% | 562 | 10% | 3,509 | 63% |
| Life insurance | 806 | 14% | 1,086 | 19% | 2,159 | 39% | 2,065 | 37% |
| Professional fees paid | 794 | 14% | 74 | 1% | 106 | 2% | 4,532 | 81% |
| RRSP/Pension | 696 | 12% | 447 | 8% | 1,062 | 19% | 3,511 | 63% |
| Personal malpractice insurance | 544 | 10% | 39 | 1% | 826 | 15% | 4,107 | 73% |
| Physical Training program | 236 | 4% | 228 | 4% | 119 | 2% | 4,888 | 87% |

Table 79
Benefits Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Vacation exceeding 4% | 2,014 | 36% | 403 | 7% | 51 | 1% | 3,008 | 54% |
| Uniform allowance | 1,399 | 25% | 1,331 | 24% | 34 | 1% | 2,765 | 49% |
| Workers compensation | 1,113 | 20% | 278 | 5% | 277 | 5% | 3,782 | 67% |
| Vision | 304 | 5% | 503 | 9% | 1950 | 35% | 2,834 | 51% |

Table 80
Other Benefits

| | Number of responses | Percentage of responses |
|-----------------|---------------------|-------------------------|
| Gifts of thanks | 2,605 | 48% |
| Pay bonus | 2,315 | 42% |
| Flex hours | 973 | 18% |

Employer Benefits by Province

Table 81
Annual License Fee

| Province | 100% of the annual license fee is paid by my employer | | Part of the annual license fee is paid by my employer | | None of the annual license fee is paid by my employer | |
|---------------|---|-----|---|----|---|-----|
| | # | % | # | # | % | # |
| Alberta | 330 | 23% | 69 | 5% | 1,052 | 72% |
| Manitoba | 30 | 12% | 9 | 4% | 213 | 84% |
| New Brunswick | 29 | 39% | * | * | 45 | 60% |
| Newfoundland | 6 | 16% | * | * | 31 | 82% |
| Nova Scotia | 28 | 16% | * | * | 148 | 83% |
| Ontario | 248 | 7% | 35 | 1% | 2,996 | 89% |
| Québec | * | * | * | * | 25 | 86% |
| Saskatchewan | 69 | 32% | * | * | 141 | 66% |

Table 82
Chiropractic Services

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 330 | 23% | 499 | 34% | 98 | 7% | 627 | 43% |
| Manitoba | 59 | 23% | 85 | 33% | 15 | 6% | 110 | 43% |
| New Brunswick | 16 | 21% | 16 | 21% | 6 | 8% | 37 | 49% |
| Newfoundland | 6 | 16% | 13 | 34% | * | * | 14 | 37% |
| Nova Scotia | 42 | 23% | 63 | 35% | 12 | 7% | 69 | 39% |
| Ontario | 437 | 13% | 1,102 | 33% | 109 | 3% | 1,751 | 52% |
| Quebec | 5 | 17% | 9 | 31% | * | * | 14 | 48% |
| Saskatchewan | 52 | 24% | 73 | 34% | 36 | 17% | 75 | 35% |

Table 83
Continuing Education

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 807 | 55% | 6 | <1% | 39 | 3% | 620 | 42% |
| Manitoba | 103 | 40% | * | * | * | * | 151 | 59% |
| New Brunswick | 56 | 75% | * | * | * | * | 18 | 24% |
| Newfoundland | 18 | 47% | * | * | * | * | 18 | 47% |
| Nova Scotia | 132 | 74% | * | * | * | * | 51 | 28% |
| Ontario | 1,263 | 38% | 19 | 1% | 64 | 2% | 1,999 | 60% |
| Quebec | 14 | 48% | * | * | * | * | 13 | 45% |
| Saskatchewan | 154 | 72% | * | * | * | * | 60 | 28% |

Table 84
Critical Illness

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 269 | 18% | 217 | 15% | 160 | 11% | 841 | 57% |
| Manitoba | 58 | 23% | 29 | 11% | 30 | 12% | 138 | 54% |
| New Brunswick | 14 | 19% | 8 | 11% | 12 | 16% | 40 | 53% |
| Newfoundland | 6 | 16% | 7 | 18% | * | * | 23 | 61% |
| Nova Scotia | 46 | 26% | 18 | 10% | 22 | 12% | 96 | 54% |
| Ontario | 388 | 12% | 423 | 13% | 294 | 9% | 2,232 | 67% |
| Quebec | 6 | 21% | * | * | 6 | 21% | 13 | 45% |
| Saskatchewan | 38 | 18% | 23 | 11% | 35 | 16% | 126 | 59% |

Table 85
Dental Benefit to Employee

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 1011 | 69% | 562 | 38% | 103 | 7% | 135 | 9% |
| Manitoba | 160 | 63% | 103 | 40% | 14 | 5% | 31 | 12% |
| New Brunswick | 46 | 61% | 28 | 37% | 6 | 8% | 6 | 8% |
| Newfoundland | 23 | 61% | 17 | 45% | * | * | 5 | 13% |
| Nova Scotia | 118 | 66% | 59 | 33% | 13 | 7% | 17 | 9% |
| Ontario | 1,876 | 56% | 1304 | 39% | 130 | 4% | 480 | 14% |
| Québec | 15 | 52% | 11 | 38% | * | * | * | * |
| Saskatchewan | 156 | 73% | 85 | 40% | 6 | 3% | 19 | 9% |

Table 86
Dental Benefit to Employee's Family

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 840 | 57% | 607 | 41% | 101 | 7% | 243 | 17% |
| Manitoba | 127 | 50% | 111 | 44% | 11 | 4% | 51 | 20% |
| New Brunswick | 34 | 45% | 33 | 44% | 5 | 7% | 12 | 16% |
| Newfoundland | 17 | 45% | 17 | 45% | * | * | 10 | 26% |
| Nova Scotia | 90 | 50% | 63 | 35% | 15 | 8% | 39 | 22% |
| Ontario | 1,328 | 40% | 1411 | 42% | 148 | 4% | 805 | 24% |
| Quebec | 7 | 24% | 13 | 45% | * | * | 9 | 31% |
| Saskatchewan | 127 | 59% | 94 | 44% | 11 | 5% | 29 | 13% |

Table 87
Disability Insurance

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 307 | 21% | 230 | 16% | 188 | 13% | 776 | 53% |
| Manitoba | 72 | 28% | 32 | 13% | 43 | 17% | 119 | 47% |
| New Brunswick | 20 | 27% | 9 | 12% | 19 | 25% | 29 | 39% |
| Newfoundland | 10 | 26% | 7 | 18% | * | * | 21 | 55% |
| Nova Scotia | 62 | 35% | 19 | 11% | 26 | 15% | 82 | 46% |
| Ontario | 426 | 13% | 424 | 13% | 362 | 11% | 2143 | 64% |
| Quebec | 7 | 24% | * | * | 9 | 31% | 10 | 34% |
| Saskatchewan | 48 | 22% | 29 | 13% | 53 | 25% | 91 | 42% |

Table 88
Life Insurance

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 248 | 17% | 322 | 22% | 444 | 30% | 587 | 40% |
| Manitoba | 61 | 24% | 42 | 16% | 96 | 38% | 96 | 38% |
| New Brunswick | 19 | 25% | 17 | 23% | 22 | 29% | 23 | 31% |
| Newfoundland | 8 | 21% | 7 | 18% | 8 | 21% | 17 | 45% |
| Nova Scotia | 51 | 28% | 41 | 23% | 59 | 33% | 56 | 31% |
| Ontario | 369 | 11% | 607 | 18% | 1,434 | 43% | 1,210 | 36% |
| Quebec | 6 | 21% | 10 | 34% | 9 | 31% | 8 | 28% |
| Saskatchewan | 44 | 20% | 40 | 19% | 87 | 40% | 68 | 32% |

Table 89
Massage Therapy

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 342 | 23% | 518 | 35% | 98 | 7% | 603 | 41% |
| Manitoba | 65 | 25% | 86 | 34% | 18 | 7% | 105 | 41% |
| New Brunswick | 20 | 27% | 23 | 31% | 6 | 8% | 26 | 35% |
| Newfoundland | 6 | 16% | 14 | * | * | 11% | 15 | 39% |
| Nova Scotia | 41 | 23% | 65 | 36% | 14 | 8% | 65 | 36% |
| Ontario | 451 | 13% | 1,192 | 36% | 109 | 3% | 1,640 | 49% |
| Quebec | 5 | 17% | 10 | * | * | 7% | 11 | 38% |
| Saskatchewan | 56 | 26% | 76 | 35% | 36 | 17% | 62 | 29% |

Table 90
Medical Services Plan (MSP)

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 298 | 20% | 541 | 37% | 128 | 9% | 562 | 38% |
| Manitoba | 58 | 23% | 83 | 33% | 19 | 7% | 114 | 45% |
| New Brunswick | 20 | 27% | 30 | 40% | 7 | 9% | 18 | 24% |
| Newfoundland | 9 | 24% | 18 | 47% | * | * | 10 | 26% |
| Nova Scotia | 51 | 28% | 67 | 37% | 15 | 8% | 55 | 31% |
| Ontario | 410 | 12% | 1,205 | 36% | 129 | 4% | 1,631 | 49% |
| Quebec | 6 | 21% | 13 | 45% | * | * | 6 | 21% |
| Saskatchewan | 47 | 22% | 81 | 38% | 45 | 21% | 63 | 29% |

Table 91
Paid Sick Leave

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 441 | 30% | 31 | 2% | 25 | 2% | 965 | 66% |
| Manitoba | 80 | 31% | 5 | 2% | 9 | 4% | 159 | 62% |
| New Brunswick | 30 | 40% | * | * | 5 | 7% | 38 | 51% |
| Newfoundland | 23 | 61% | * | * | * | * | 11 | 29% |
| Nova Scotia | 85 | 47% | * | * | 9 | 5% | 79 | 44% |
| Ontario | 955 | 29% | 45 | 1% | 107 | 3% | 2,223 | 66% |
| Quebec | 16 | 55% | * | * | * | * | 11 | 38% |
| Saskatchewan | 72 | 33% | * | * | 9 | 4% | 133 | 62% |

Table 92
Personal Malpractice Insurance

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 213 | 15% | 13 | 1% | 504 | 34% | 725 | 49% |
| Manitoba | 36 | 14% | * | * | 74 | 29% | 144 | 56% |
| New Brunswick | 14 | 19% | * | * | 15 | 20% | 46 | 61% |
| Newfoundland | * | * | * | * | * | * | 29 | 76% |
| Nova Scotia | 20 | 11% | * | * | 20 | 11% | 135 | 75% |
| Ontario | 203 | 6% | 19 | 1% | 166 | 5% | 2,886 | 86% |
| Quebec | * | * | * | * | * | * | 21 | 72% |
| Saskatchewan | 51 | 24% | * | * | 39 | 18% | 121 | 56% |

Table 93
Physiotherapy

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 293 | 20% | 523 | 36% | 86 | 6% | 639 | 44% |
| Manitoba | 61 | 24% | 88 | 35% | 19 | 7% | 106 | 42% |
| New Brunswick | 20 | 27% | 27 | 36% | 6 | 8% | 26 | 35% |
| Newfoundland | 6 | 16% | 18 | 47% | * | * | 12 | 32% |
| Nova Scotia | 47 | 26% | 70 | 39% | 13 | 7% | 56 | 31% |
| Ontario | 422 | 13% | 1,179 | 35% | 96 | 3% | 1,674 | 50% |
| Quebec | 6 | 21% | 8 | 28% | * | * | 14 | 48% |
| Saskatchewan | 42 | 20% | 71 | 33% | 33 | 15% | 85 | 40% |

Table 94
Physical Training Program

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|----|----------------|----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 94 | 6% | 72 | 5% | 42 | 3% | 1,232 | 84% |
| Manitoba | 15 | 6% | 14 | 5% | * | * | 215 | 84% |
| New Brunswick | 6 | 8% | * | * | * | * | 64 | 85% |
| Newfoundland | * | * | * | * | * | * | 31 | 82% |
| Nova Scotia | * | * | 6 | 3% | * | * | 159 | 89% |
| Ontario | 111 | 3% | 120 | 4% | 56 | 2% | 2,975 | 89% |
| Quebec | * | * | * | * | 6 | 21% | 22 | 76% |
| Saskatchewan | * | * | 8 | 4% | 6 | 3% | 190 | 88% |

Table 95
Professional Fees Paid

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|-----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 346 | 24% | 6 | % | 44 | 3% | 1,045 | 71% |
| Manitoba | 31 | 12% | 6 | 2% | 6 | 2% | 211 | 83% |
| New Brunswick | 23 | 31% | * | * | * | * | 49 | 65% |
| Newfoundland | 6 | 16% | * | * | * | * | 31 | 82% |
| Nova Scotia | 28 | 16% | * | * | * | * | 145 | 81% |
| Ontario | 289 | 9% | 54 | 2% | 47 | 1% | 2,894 | 86% |
| Quebec | 5 | 17% | 6 | 21% | * | * | 16 | 55% |
| Saskatchewan | 66 | 31% | * | * | * | * | 141 | 66% |

Table 96
Registration for a Professional or Scientific Conference

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|---|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 789 | 54% | * | * | 37 | 3% | 635 | 43% |
| Manitoba | 111 | 44% | * | * | 5 | 2% | 138 | 54% |
| New Brunswick | 46 | 61% | * | * | * | * | 29 | 39% |
| Newfoundland | 17 | 45% | * | * | * | * | 21 | 55% |
| Nova Scotia | 80 | 45% | * | * | * | * | 99 | 55% |
| Ontario | 1,381 | 41% | * | * | 25 | 1% | 1,884 | 56% |
| Quebec | 13 | 45% | * | * | * | * | 16 | 55% |
| Saskatchewan | 145 | 67% | * | * | * | * | 70 | 33% |

Table 97
RRSP/Pension

| Province | Employer | | Spousal Policy | | Another Source | | No benefit from any source | |
|---------------|----------|-----|----------------|----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 217 | 15% | 109 | 7% | 259 | 18% | 918 | 63% |
| Manitoba | 34 | 13% | 24 | 9% | 62 | 24% | 143 | 56% |
| New Brunswick | 10 | 13% | * | * | 12 | 16% | 49 | 65% |
| Newfoundland | 5 | 13% | * | * | 5 | 13% | 26 | 68% |
| Nova Scotia | 27 | 15% | 14 | 8% | 33 | 18% | 111 | 62% |
| Ontario | 371 | 11% | 278 | 8% | 608 | 18% | 2,140 | 64% |
| Quebec | * | * | * | * | 14 | 48% | 9 | 31% |
| Saskatchewan | 28 | 13% | 13 | 6% | 69 | 32% | 115 | 53% |

Table 98
Uniform Allowance

| Province | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|---------------|--------------------|-----|----------------------------------|-----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 422 | 29% | 373 | 25% | 7 | % | 641 | 44% |
| Manitoba | 55 | 22% | 48 | 19% | * | * | 147 | 58% |
| New Brunswick | 21 | 28% | 19 | 25% | * | * | 31 | 41% |
| Newfoundland | * | * | 18 | 47% | * | * | 18 | 47% |
| Nova Scotia | 41 | 23% | 69 | 39% | * | * | 64 | 36% |
| Ontario | 782 | 23% | 719 | 21% | 18 | 1% | 1,784 | 53% |
| Quebec | 7 | 24% | * | * | * | * | 19 | 66% |
| Saskatchewan | 70 | 33% | 84 | 39% | * | * | 61 | 28% |

Table 99
Vacation Exceeding 4%

| Province | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|---------------|--------------------|-----|----------------------------------|-----|----------------|----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 512 | 35% | 115 | 8% | 13 | 1% | 787 | 54% |
| Manitoba | 104 | 41% | 20 | 8% | * | * | 122 | 48% |
| New Brunswick | 38 | 51% | 12 | 16% | * | * | 25 | 33% |
| Newfoundland | 16 | 42% | 5 | 13% | * | * | 16 | 42% |
| Nova Scotia | 84 | 47% | 17 | 9% | * | * | 71 | 40% |
| Ontario | 1,189 | 36% | 214 | 6% | 31 | 1% | 1,841 | 55% |
| Quebec | 17 | 59% | 7 | 24% | * | * | * | * |
| Saskatchewan | 54 | 25% | 13 | 6% | * | * | 142 | 66% |

Table 100
Vision

| Province | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|---------------|--------------------|----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 91 | 6% | 160 | 11% | 513 | 35% | 709 | 48% |
| Manitoba | 17 | 7% | 38 | 15% | 78 | 31% | 129 | 51% |
| New Brunswick | 7 | 9% | 10 | 13% | 29 | 39% | 29 | 39% |
| Newfoundland | * | * | 5 | 13% | 17 | 45% | 16 | 42% |
| Nova Scotia | 7 | 4% | 31 | 17% | 77 | 43% | 61 | 34% |
| Ontario | 171 | 5% | 227 | 7% | 1,138 | 34% | 1,790 | 53% |
| Quebec | * | * | * | * | 8 | 28% | 17 | 59% |
| Saskatchewan | 9 | 4% | 29 | 13% | 90 | 42% | 83 | 39% |

Table 101
Workers Compensation

| Province | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|---------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Alberta | 322 | 22% | 79 | 5% | 73 | 5% | 946 | 65% |
| Manitoba | 42 | 16% | 11 | 4% | 15 | 6% | 183 | 72% |
| New Brunswick | 33 | 44% | * | * | 6 | 8% | 28 | 37% |
| Newfoundland | 10 | 26% | 6 | 16% | * | * | 17 | 45% |
| Nova Scotia | 24 | 13% | 11 | 6% | 9 | 5% | 129 | 72% |
| Ontario | 589 | 18% | 141 | 4% | 143 | 4% | 2,394 | 72% |
| Quebec | 15 | 52% | 7 | 24% | * | * | * | * |
| Saskatchewan | 78 | 36% | 19 | 9% | 26 | 12% | 81 | 38% |

Table 102
Flexible Hours, Gifts of Thanks, Pay Bonus

| Province | Flex Hours | | Gifts of Thanks | | Pay Bonus | |
|---------------|------------|-----|-----------------|-----|-----------|-----|
| | # | % | # | % | # | % |
| Alberta | 273 | 19% | 772 | 54% | 624 | 43% |
| Manitoba | 51 | 21% | 95 | 39% | 92 | 37% |
| New Brunswick | 20 | 28% | 41 | 55% | 36 | 49% |
| Newfoundland | 10 | 28% | 23 | 62% | 22 | 59% |
| Nova Scotia | 21 | 12% | 86 | 49% | 71 | 40% |
| Ontario | 533 | 16% | 1,448 | 44% | 1,342 | 41% |
| Quebec | 15 | 52% | 16 | 57% | 11 | 39% |
| Saskatchewan | 50 | 24% | 124 | 58% | 117 | 55% |



Appendix A

Alberta: Hourly Wage and Benefits



Hourly Wage

Table 103
Hourly Wage for Alberta Respondents by Work Setting

| Work Setting | Responses | | Alberta | | All | |
|---|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 850 | 67% | \$27.45 | \$27.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 188 | 15% | \$29.12 | \$28.79 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 109 | 9% | \$27.13 | \$27.00 | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | 17 | 1% | \$38.79 | \$36.00 | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | 11 | 1% | \$31.56 | \$33.00 | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | 8 | 1% | \$30.36 | \$30.78 | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | 11 | 1% | \$32.64 | \$32.81 | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | 36 | 3% | \$30.63 | \$32.81 | \$27.54 | \$26.79 |
| Insurance | 6 | % | \$20.75 | \$20.75 | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | 27 | 2% | \$31.35 | \$29.00 | \$27.21 | \$27.00 |

Table 104
Hourly Wage for Alberta Respondents by Job Sharing

| Job Share Status | Responses | | Alberta | | All | |
|-------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | 214 | 18% | \$27.01 | \$27.00 | \$22.85 | \$22.00 |
| Yes but this is not my choice | 38 | 3% | \$26.15 | \$26.00 | \$19.96 | \$19.00 |
| No | 942 | 79% | \$28.31 | \$28.00 | \$23.54 | \$22.60 |

Table 105
Hourly Wage for Alberta Respondents by Time at Work

| Time at Work | Responses | | Alberta | | All | |
|--------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 816 | 67% | \$27.97 | \$27.14 | \$23.21 | \$22.00 |
| Part-time | 355 | 29% | \$28.19 | \$27.67 | \$23.18 | \$22.50 |
| Relief/Temp | 39 | 3% | \$26.30 | \$26.18 | \$22.40 | \$22.40 |

Table 106
Hourly Wage for Alberta Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Alberta | | All | |
|--------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | 158 | 14% | \$27.93 | \$27.50 | \$23.80 | \$23.75 |
| 20 to 29 | 217 | 19% | \$28.37 | \$27.67 | \$23.38 | \$22.50 |
| 30 to 35 | 350 | 30% | \$28.32 | \$28.00 | \$23.05 | \$22.00 |
| 36 to 40 | 360 | 31% | \$27.55 | \$27.00 | \$23.01 | \$22.00 |
| More than 40 | 75 | 6% | \$27.97 | \$27.00 | \$23.19 | \$22.00 |

Table 107
Hourly Wage for Alberta Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

| Formal Education in Area | Responses | | Alberta | | All | |
|--------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 145 | 20% | \$27.34 | \$27.00 | \$22.53 | \$21.69 |
| No | 580 | 80% | \$28.06 | \$27.00 | \$23.18 | \$22.00 |

Table 108
Hourly Wage for Alberta Respondents by Employment Position

| Position | Responses | | Alberta | | All | |
|---|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 991 | 76% | \$27.26 | \$27.00 | \$22.56 | \$22.00 |
| Receptionist | 69 | 5% | \$27.02 | \$27.00 | \$21.72 | \$21.50 |
| Financial coordinator | 7 | 1% | \$27.32 | \$27.50 | \$23.87 | \$22.00 |
| Treatment coordinator | 31 | 2% | \$31.33 | \$30.42 | \$25.21 | \$25.00 |
| Manager (office/program/department) | 55 | 4% | \$33.71 | \$32.00 | \$27.97 | \$26.60 |
| Hygienist | 5 | <1% | \$46.40 | \$49.00 | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | 37 | 3% | \$35.62 | \$32.00 | \$30.63 | \$28.00 |
| Insurance Claims | 8 | 1% | \$24.31 | \$23.76 | \$23.24 | \$22.00 |
| Other | 98 | 8% | \$29.75 | \$30.00 | \$24.49 | \$24.00 |

Table 109
Hourly Wage for Alberta Respondents by Year of Graduation

| Range of Years | Responses | | Alberta | | All | |
|----------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | 100 | 9% | \$31.80 | \$30.00 | \$27.60 | \$25.75 |
| 1980 - 1990 | 234 | 22% | \$29.85 | \$28.63 | \$25.35 | \$24.47 |
| 1991 - 1995 | 145 | 14% | \$29.12 | \$29.00 | \$24.49 | \$24.00 |
| 1996 - 2000 | 162 | 15% | \$28.43 | \$28.00 | \$23.76 | \$23.00 |
| 2001 - 2005 | 206 | 19% | \$27.65 | \$27.00 | \$22.52 | \$22.00 |
| 2006 - 2010 | 222 | 21% | \$24.76 | \$25.00 | \$19.66 | \$19.00 |

Table 110
Hourly Wage for Alberta Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | Alberta | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 354 | 28% | \$29.44 | \$28.50 | \$24.55 | \$24.00 |
| No | 903 | 72% | \$27.45 | \$27.00 | \$23.18 | \$22.00 |

Table 111
Hourly Wage for Alberta Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Alberta | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 891 | 70% | \$27.99 | \$27.50 | \$25.29 | \$25.00 |
| No | 375 | 30% | \$28.25 | \$27.50 | \$22.63 | \$22.00 |

Table 112
Hourly Wage for Alberta Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Alberta | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 498 | 40% | \$27.71 | \$27.00 | \$24.82 | \$24.50 |
| No | 757 | 60% | \$28.24 | \$28.00 | \$23.11 | \$22.00 |

Table 113
Hourly Wage for Alberta Respondents by Age

| Age | Responses | | Alberta | | All | |
|-------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 327 | 26% | \$25.70 | \$25.00 | \$20.80 | \$20.00 |
| 30 - 35 | 186 | 15% | \$27.13 | \$27.00 | \$22.63 | \$22.00 |
| 36 - 40 | 204 | 16% | \$28.03 | \$28.00 | \$23.40 | \$23.00 |
| 41 - 45 | 210 | 17% | \$29.36 | \$28.40 | \$24.18 | \$23.40 |
| 46 - 50 | 168 | 13% | \$29.55 | \$28.50 | \$24.60 | \$24.00 |
| 51 and over | 176 | 14% | \$30.90 | \$30.00 | \$25.96 | \$24.50 |

Table 114
Hourly Wage for Alberta Respondents by Years Working for Primary Employer

| Years | Responses | | Alberta | | All | |
|------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 176 | 24% | \$25.35 | \$25.00 | \$20.59 | \$20.00 |
| 2 to 3 | 159 | 21% | \$26.71 | \$26.85 | \$21.64 | \$20.03 |
| 4 to 7 | 161 | 22% | \$28.09 | \$28.00 | \$22.75 | \$21.60 |
| 8 to 12 | 93 | 13% | \$28.21 | \$28.00 | \$23.57 | \$23.00 |
| 13 to 20 | 82 | 11% | \$31.86 | \$31.75 | \$25.16 | \$24.00 |
| 21 or more | 70 | 9% | \$30.88 | \$31.00 | \$25.84 | \$24.85 |

Benefits

Table 115
Annual License Fee Benefit for Alberta Respondents

| Annual license fee | Alberta | | All | |
|---|---------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 330 | 23% | 742 | 13% |
| Part of the annual license fee is paid by my employer | 69 | 5% | 120 | 2% |
| None of the annual license fee is paid by my employer | 1052 | 72% | 4651 | 83% |

Table 116
Benefits Provided by Source for Alberta Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Alberta | 330 | 23% | 499 | 34% | 98 | 7% | 627 | 43% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Alberta | 807 | 55% | 6 | <1% | 39 | 3% | 620 | 42% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness¹⁹ | | | | | | | | |
| Alberta | 269 | 18% | 217 | 15% | 160 | 11% | 841 | 57% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Alberta | 1011 | 69% | 562 | 38% | 103 | 7% | 135 | 9% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Alberta | 840 | 57% | 607 | 41% | 101 | 7% | 243 | 17% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Alberta | 307 | 21% | 230 | 16% | 188 | 13% | 776 | 53% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Alberta | 248 | 17% | 322 | 22% | 444 | 30% | 587 | 40% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Alberta | 342 | 23% | 518 | 35% | 98 | 7% | 603 | 41% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Alberta | 298 | 20% | 541 | 37% | 128 | 9% | 562 | 38% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Alberta | 441 | 30% | 31 | 2% | 25 | 2% | 965 | 66% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Alberta | 213 | 15% | 13 | 1% | 504 | 34% | 725 | 49% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Alberta | 293 | 20% | 523 | 36% | 86 | 6% | 639 | 44% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Alberta | 94 | 6% | 72 | 5% | 42 | 3% | 1232 | 84% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Alberta | 346 | 24% | 6 | % | 44 | 3% | 1045 | 71% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

¹⁹ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Alberta | 789 | 54% | * | * | 37 | 3% | 635 | 43% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Alberta | 217 | 15% | 109 | 7% | 259 | 18% | 918 | 63% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

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

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Alberta | 422 | 29% | 373 | 25% | 7 | % | 641 | 44% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Alberta | 512 | 35% | 115 | 8% | 13 | 1% | 787 | 54% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Alberta | 91 | 6% | 160 | 11% | 513 | 35% | 709 | 48% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Alberta | 322 | 22% | 79 | 5% | 73 | 5% | 946 | 65% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 118
Other Benefits for Alberta Respondents

| | Alberta | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 273 | 19% | 973 | 18% |
| Gifts of thanks | 772 | 54% | 2605 | 48% |
| Pay bonus | 624 | 43% | 2315 | 42% |



Appendix B

Manitoba: Hourly Wage and Benefits



Hourly Wage

Table 119
Hourly Wage for Manitoba Respondents by Work Setting

| Work Setting | Responses | | Manitoba | | All | |
|---|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 133 | 64% | \$20.78 | \$20.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 36 | 17% | \$22.52 | \$22.50 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 10 | 5% | \$19.55 | \$20.00 | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | 6 | 3% | \$29.10 | \$37.81 | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | * | * | * | * | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | * | * | * | * | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | * | * | * | * | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | 9 | 4% | \$25.72 | \$23.50 | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | 6 | 3% | \$24.21 | \$29.00 | \$27.21 | \$27.00 |

Table 120
Hourly Wage for Manitoba Respondents by Job Sharing

| Job Share Status | Responses | | Manitoba | | All | |
|-------------------------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | 20 | 10% | \$20.61 | \$20.50 | \$22.85 | \$22.00 |
| Yes but this is not my choice | 8 | 4% | \$18.22 | \$18.90 | \$19.96 | \$19.00 |
| No | 171 | 86% | \$21.76 | \$20.70 | \$23.54 | \$22.60 |

Table 121
Hourly Wage for Manitoba Respondents by Time at Work

| Time at Work | Responses | | Manitoba | | All | |
|--------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 139 | 69% | \$21.75 | \$21.00 | \$23.21 | \$22.00 |
| Part-time | 57 | 28% | \$21.26 | \$20.35 | \$23.18 | \$22.50 |
| Relief/Temp | 5 | 2% | \$17.67 | \$18.00 | \$22.40 | \$22.40 |

Table 122
Hourly Wage for Manitoba Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Manitoba | | All | |
|--------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | 19 | 10% | \$20.14 | \$20.00 | \$23.80 | \$23.75 |
| 20 to 29 | 34 | 17% | \$22.26 | \$20.60 | \$23.38 | \$22.50 |
| 30 to 35 | 67 | 34% | \$22.04 | \$21.00 | \$23.05 | \$22.00 |
| 36 to 40 | 67 | 34% | \$20.80 | \$20.31 | \$23.01 | \$22.00 |
| More than 40 | 12 | 6% | \$22.71 | \$21.77 | \$23.19 | \$22.00 |

Table 123
Hourly Wage for Manitoba Respondents who are employed in the Business Office or as Office Manager by
Formal Education in the Area

| Formal Education in Area | Responses | | Manitoba | | All | |
|--------------------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 21 | 17% | \$24.83 | \$23.00 | \$22.53 | \$21.69 |
| No | 102 | 83% | \$21.07 | \$20.00 | \$23.18 | \$22.00 |

Table 124
Hourly Wage for Manitoba Respondents by Employment Position

| Position | Responses | | Manitoba | | All | |
|---|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 156 | 73% | \$20.90 | \$20.45 | \$22.56 | \$22.00 |
| Receptionist | 11 | 5% | \$20.00 | \$19.75 | \$21.72 | \$21.50 |
| Financial coordinator | * | * | * | * | \$23.87 | \$22.00 |
| Treatment coordinator | * | * | * | * | \$25.21 | \$25.00 |
| Manager (office/program/department) | 12 | 6% | \$26.32 | \$25.03 | \$27.97 | \$26.60 |
| Hygienist | * | * | * | * | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | 8 | 4% | \$27.99 | \$30.81 | \$30.63 | \$28.00 |
| Insurance Claims | * | * | * | * | \$23.24 | \$22.00 |
| Other | 23 | 11% | \$23.21 | \$20.00 | \$24.49 | \$24.00 |

Table 125
Hourly Wage for Manitoba Respondents by Year of Graduation

| Range of Years | Responses | | Manitoba | | All | |
|----------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | 19 | 11% | \$24.86 | \$23.38 | \$27.60 | \$25.75 |
| 1980 - 1990 | 47 | 26% | \$24.08 | \$22.22 | \$25.35 | \$24.47 |
| 1991 - 1995 | 23 | 13% | \$20.83 | \$20.00 | \$24.49 | \$24.00 |
| 1996 - 2000 | 26 | 15% | \$21.55 | \$21.30 | \$23.76 | \$23.00 |
| 2001 - 2005 | 21 | 12% | \$20.23 | \$19.50 | \$22.52 | \$22.00 |
| 2006 - 2010 | 42 | 24% | \$18.90 | \$18.63 | \$19.66 | \$19.00 |

Table 126
Hourly Wage for Manitoba Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | Manitoba | | All | |
|-----------------------------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 79 | 38% | \$22.30 | \$21.75 | \$24.55 | \$24.00 |
| No | 128 | 62% | \$21.31 | \$20.00 | \$23.18 | \$22.00 |

Table 127
Hourly Wage for Manitoba Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Manitoba | | All | |
|-----------------------------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 15 | 8% | \$21.02 | \$22.00 | \$25.29 | \$25.00 |
| No | 181 | 92% | \$21.68 | \$20.25 | \$22.63 | \$22.00 |

Table 128
Hourly Wage for Manitoba Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Manitoba | | All | |
|-----------------------------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 16 | 8% | \$22.73 | \$22.25 | \$24.82 | \$24.50 |
| No | 181 | 92% | \$21.48 | \$20.25 | \$23.11 | \$22.00 |

Table 129
Hourly Wage for Manitoba Respondents by Age

| Age | Responses | | Manitoba | | All | |
|-------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 48 | 23% | \$19.32 | \$19.55 | \$20.80 | \$20.00 |
| 30 - 35 | 31 | 15% | \$19.67 | \$19.17 | \$22.63 | \$22.00 |
| 36 - 40 | 36 | 17% | \$22.82 | \$21.90 | \$23.40 | \$23.00 |
| 41 - 45 | 36 | 17% | \$22.16 | \$22.25 | \$24.18 | \$23.40 |
| 46 - 50 | 31 | 15% | \$22.54 | \$22.14 | \$24.60 | \$24.00 |
| 51 and over | 30 | 14% | \$24.78 | \$23.31 | \$25.96 | \$24.50 |

Table 130
Hourly Wage for Manitoba Respondents by Years Working for Primary Employer

| Years | Responses | | Manitoba | | All | |
|------------------|-----------|-----|----------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 23 | 19% | \$18.50 | \$18.00 | \$20.59 | \$20.00 |
| 2 to 3 | 21 | 18% | \$18.97 | \$19.30 | \$21.64 | \$20.03 |
| 4 to 7 | 25 | 21% | \$21.29 | \$20.50 | \$22.75 | \$21.60 |
| 8 to 12 | 18 | 15% | \$20.36 | \$20.48 | \$23.57 | \$23.00 |
| 13 to 20 | 12 | 10% | \$24.21 | \$23.25 | \$25.16 | \$24.00 |
| 21 or more | 12 | 10% | \$24.21 | \$23.25 | \$25.84 | \$24.85 |

Benefits

Table 131
Annual License Fee Benefit for Manitoba Respondents

| Annual license fee | Manitoba | | All | |
|---|----------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 30 | 12% | 742 | 13% |
| Part of the annual license fee is paid by my employer | 9 | 4% | 120 | 2% |
| None of the annual license fee is paid by my employer | 213 | 84% | 4651 | 83% |

Table 132
Benefits Provided by Source for Manitoba Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Manitoba | 59 | 23% | 85 | 33% | 15 | 6% | 110 | 43% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Manitoba | 103 | 40% | * | * | * | * | 151 | 59% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²⁰ | | | | | | | | |
| Manitoba | 58 | 23% | 29 | 11% | 30 | 12% | 138 | 54% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Manitoba | 160 | 63% | 103 | 40% | 14 | 5% | 31 | 12% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Manitoba | 127 | 50% | 111 | 44% | 11 | 4% | 51 | 20% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Manitoba | 72 | 28% | 32 | 13% | 43 | 17% | 119 | 47% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Manitoba | 61 | 24% | 42 | 16% | 96 | 38% | 96 | 38% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Manitoba | 65 | 25% | 86 | 34% | 18 | 7% | 105 | 41% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Manitoba | 58 | 23% | 83 | 33% | 19 | 7% | 114 | 45% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Manitoba | 80 | 31% | 5 | 2% | 9 | 4% | 159 | 62% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Manitoba | 36 | 14% | * | * | 74 | 29% | 144 | 56% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Manitoba | 61 | 24% | 88 | 35% | 19 | 7% | 106 | 42% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Manitoba | 15 | 6% | 14 | 5% | * | * | 215 | 84% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Manitoba | 31 | 12% | 6 | 2% | 6 | 2% | 211 | 83% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²⁰ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Manitoba | 111 | 44% | * | * | 5 | 2% | 138 | 54% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Manitoba | 34 | 13% | 24 | 9% | 62 | 24% | 143 | 56% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 133
Benefits for Manitoba Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Manitoba | 55 | 22% | 48 | 19% | * | * | 147 | 58% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Manitoba | 104 | 41% | 20 | 8% | * | * | 122 | 48% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Manitoba | 17 | 7% | 38 | 15% | 78 | 31% | 129 | 51% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Manitoba | 42 | 16% | 11 | 4% | 15 | 6% | 183 | 72% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 134
Other Benefits for Manitoba Respondents

| | Manitoba | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 51 | 21% | 973 | 18% |
| Gifts of thanks | 95 | 39% | 2605 | 48% |
| Pay bonus | 92 | 37% | 2315 | 42% |



Appendix C

New Brunswick: Hourly Wage and Benefits



Hourly Wage

Table 135
Hourly Wage for New Brunswick Respondents by Work Setting

| Work Setting | Responses | | New Brunswick | | All | |
|---|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 41 | 67% | \$18.94 | \$18.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 7 | 11% | \$19.59 | \$18.79 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | * | * | * | * | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | * | * | * | * | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | * | * | * | * | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | * | * | * | * | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | * | * | * | * | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | * | * | * | * | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | * | * | * | *\ | \$27.21 | \$27.00 |

Table 136
Hourly Wage for New Brunswick Respondents by Job Sharing

| Job Share Status | Responses | | New Brunswick | | All | |
|-------------------------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | * | * | * | * | \$22.85 | \$22.00 |
| Yes but this is not my choice | * | * | * | * | \$19.96 | \$19.00 |
| No | 48 | 87% | \$20.72 | \$19.00 | \$23.54 | \$22.60 |

Table 137
Hourly Wage for New Brunswick Respondents by Time at Work

| Time at Work | Responses | | New Brunswick | | All | |
|--------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 49 | 86% | \$20.70 | \$19.00 | 49 | \$22.00 |
| Part-time | 7 | 12% | \$16.29 | \$16.00 | \$23.18 | \$22.50 |
| Relief/Temp | * | * | * | * | \$22.40 | \$22.40 |

Table 138
Hourly Wage for New Brunswick Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | New Brunswick | | All | |
|--------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | * | * | * | * | \$23.80 | \$23.75 |
| 20 to 29 | * | * | * | * | \$23.38 | \$22.50 |
| 30 to 35 | 20 | 37% | \$21.04 | \$21.00 | \$23.05 | \$22.00 |
| 36 to 40 | 24 | 44% | \$19.11 | \$18.90 | \$23.01 | \$22.00 |
| More than 40 | * | * | * | * | \$23.19 | \$22.00 |

Table 139
Hourly Wage for New Brunswick 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 | | All | |
|--------------------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 8 | 17% | \$17.99 | \$18.79 | \$22.53 | \$21.69 |
| No | 39 | 83% | \$20.46 | \$18.79 | \$23.18 | \$22.00 |

Table 140
Hourly Wage for New Brunswick Respondents by Employment Position

| Position | Responses | | New Brunswick | | All | |
|---|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 42 | 66% | \$18.74 | \$18.35 | \$22.56 | \$22.00 |
| Receptionist | * | * | * | * | \$21.72 | \$21.50 |
| Financial coordinator | * | * | * | * | \$23.87 | \$22.00 |
| Treatment coordinator | 5 | 8% | \$21.86 | \$22.00 | \$25.21 | \$25.00 |
| Manager (office/program/department) | * | * | * | * | \$27.97 | \$26.60 |
| Hygienist | * | * | * | * | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | * | * | * | * | \$30.63 | \$28.00 |
| Insurance Claims | * | * | * | * | \$23.24 | \$22.00 |
| Other | 5 | 8% | \$26.28 | \$22.00 | \$24.49 | \$24.00 |

Table 141
Hourly Wage for New Brunswick Respondents by Year of Graduation

| Range of Years | Responses | | New Brunswick | | All | |
|----------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | * | * | * | * | \$27.60 | \$25.75 |
| 1980 - 1990 | 8 | 14% | \$21.53 | \$22.43 | \$25.35 | \$24.47 |
| 1991 - 1995 | 10 | 18% | \$24.21 | \$21.57 | \$24.49 | \$24.00 |
| 1996 - 2000 | 9 | 16% | \$19.16 | \$19.00 | \$23.76 | \$23.00 |
| 2001 - 2005 | 14 | 25% | \$20.86 | \$21.00 | \$22.52 | \$22.00 |
| 2006 - 2010 | 14 | 25% | \$15.88 | \$16.75 | \$19.66 | \$19.00 |

Table 142
Hourly Wage for New Brunswick Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | New Brunswick | | All | |
|-----------------------------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 15 | 24% | \$21.41 | \$19.32 | \$24.55 | \$24.00 |
| No | 48 | 76% | \$20.53 | \$18.50 | \$23.18 | \$22.00 |

Table 143
Hourly Wage for New Brunswick Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | New Brunswick | | All | |
|-----------------------------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 15 | 24% | \$18.50 | \$18.50 | \$25.29 | \$25.00 |
| No | 48 | 76% | \$21.45 | \$19.00 | \$22.63 | \$22.00 |

Table 144
Hourly Wage for New Brunswick Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | New Brunswick | | All | |
|-----------------------------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 11 | 18% | \$20.02 | \$18.00 | \$24.82 | \$24.50 |
| No | 51 | 82% | \$20.95 | \$19.00 | \$23.11 | \$22.00 |

Table 145
Hourly Wage for New Brunswick Respondents by Age

| Age | Responses | | New Brunswick | | All | |
|-------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 21 | 33% | \$17.67 | \$16.95 | \$20.80 | \$20.00 |
| 30 - 35 | 9 | 14% | \$18.56 | \$18.50 | \$22.63 | \$22.00 |
| 36 - 40 | 12 | 19% | \$20.26 | \$20.32 | \$23.40 | \$23.00 |
| 41 - 45 | 7 | 11% | \$21.43 | \$20.00 | \$24.18 | \$23.40 |
| 46 - 50 | 8 | 13% | \$21.45 | \$25.05 | \$24.60 | \$24.00 |
| 51 and over | 7 | 11% | \$32.34 | \$24.85 | \$25.96 | \$24.50 |

Table 146
Hourly Wage for New Brunswick Respondents by Years Working for Primary Employer

| Years | Responses | | New Brunswick | | All | |
|------------------|-----------|-----|---------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 5 | 21% | \$15.93 | \$15.00 | \$20.59 | \$20.00 |
| 2 to 3 | * | * | * | * | \$21.64 | \$20.03 |
| 4 to 7 | 5 | 21% | \$17.60 | \$18.00 | \$22.75 | \$21.60 |
| 8 to 12 | 6 | 21% | \$19.08 | \$19.00 | \$23.57 | \$23.00 |
| 13 to 20 | 5 | 18% | \$20.94 | \$19.50 | \$25.16 | \$24.00 |
| 21 or more | * | * | * | * | \$25.84 | \$24.85 |

Benefits

Table 147
Annual License Fee Benefit for New Brunswick Respondents

| Annual license fee | New Brunswick | | All | |
|---|---------------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 29 | 39% | 742 | 13% |
| Part of the annual license fee is paid by my employer | * | * | 120 | 2% |
| None of the annual license fee is paid by my employer | 45 | 60% | 4651 | 83% |

Table 148
Benefits Provided by Source for New Brunswick Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| New Brunswick | 16 | 21% | 16 | 21% | 6 | 8% | 37 | 49% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| New Brunswick | 56 | 75% | * | * | * | * | 18 | 24% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²¹ | | | | | | | | |
| New Brunswick | 14 | 19% | 8 | 11% | 12 | 16% | 40 | 53% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| New Brunswick | 46 | 61% | 28 | 37% | 6 | 8% | 6 | 8% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| New Brunswick | 34 | 45% | 33 | 44% | 5 | 7% | 12 | 16% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| New Brunswick | 20 | 27% | 9 | 12% | 19 | 25% | 29 | 39% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| New Brunswick | 19 | 25% | 17 | 23% | 22 | 29% | 23 | 31% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| New Brunswick | 20 | 27% | 23 | 31% | 6 | 8% | 26 | 35% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| New Brunswick | 20 | 27% | 30 | 40% | 7 | 9% | 18 | 24% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| New Brunswick | 30 | 40% | * | * | 5 | 7% | 38 | 51% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| New Brunswick | 14 | 19% | * | * | 15 | 20% | 46 | 61% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| New Brunswick | 20 | 27% | 27 | 36% | 6 | 8% | 26 | 35% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| New Brunswick | 6 | 8% | * | * | * | * | 64 | 85% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| New Brunswick | 23 | 31% | * | * | * | * | 49 | 65% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²¹ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| New Brunswick | 46 | 61% | * | * | * | * | 29 | 39% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| New Brunswick | 10 | 13% | * | * | 12 | 16% | 49 | 65% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 149
Benefits for New Brunswick Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| New Brunswick | 21 | 28% | 19 | 25% | * | * | 31 | 41% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| New Brunswick | 38 | 51% | 12 | 16% | * | * | 25 | 33% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| New Brunswick | 7 | 9% | 10 | 13% | 29 | 39% | 29 | 39% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| New Brunswick | 33 | 44% | * | * | 6 | 8% | 28 | 37% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 150
Other Benefits for New Brunswick Respondents

| | New Brunswick | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 20 | 28% | 973 | 18% |
| Gifts of thanks | 41 | 55% | 2605 | 48% |
| Pay bonus | 36 | 49% | 2315 | 42% |



Appendix D

Newfoundland: Hourly Wage and Benefits



Hourly Wage

Table 151
Hourly Wage for Newfoundland Respondents by Work Setting

| Work Setting | Responses | | Newfoundland | | All | |
|---|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 18 | 60% | \$15.84 | \$15.53 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 8 | 27% | \$19.44 | \$20.50 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | * | * | * | * | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | * | * | * | * | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | * | * | * | * | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | * | * | * | * | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | * | * | * | * | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | * | * | * | * | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | * | * | * | * | \$27.21 | \$27.00 |

Table 152
Hourly Wage for Newfoundland Respondents by Job Sharing

| Job Share Status | Responses | | Newfoundland | | All | |
|-------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | * | * | * | * | \$22.85 | \$22.00 |
| Yes but this is not my choice | 5 | 22% | \$13.85 | \$12.75 | \$19.96 | \$19.00 |
| No | 18 | 67% | \$17.83 | \$18.00 | \$23.54 | \$22.60 |

Table 153
Hourly Wage for Newfoundland Respondents by Time at Work

| Time at Work | Responses | | Newfoundland | | All | |
|--------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 26 | 90% | \$16.80 | \$16.50 | \$23.21 | \$22.00 |
| Part-time | * | * | * | * | \$23.18 | \$22.50 |
| Relief/Temp | * | * | * | * | \$22.40 | \$22.40 |

Table 154
Hourly Wage for Newfoundland Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Newfoundland | | All | |
|--------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | * | * | * | * | \$23.80 | \$23.75 |
| 20 to 29 | * | * | * | * | \$23.38 | \$22.50 |
| 30 to 35 | 8 | 29% | \$16.40 | \$15.75 | \$23.05 | \$22.00 |
| 36 to 40 | 17 | 61% | \$17.03 | \$17.50 | \$23.01 | \$22.00 |
| More than 40 | * | * | * | * | \$23.19 | \$22.00 |

Table 155
Hourly Wage for Newfoundland Respondents who are employed in the Business Office or as Office Manager by
Formal Education in the Area

| Formal Education in Area | Responses | | Newfoundland | | All | |
|--------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 6 | 32% | \$25.46 | \$21.50 | \$22.53 | \$21.69 |
| No | 13 | 68% | \$15.63 | \$15.50 | \$23.18 | \$22.00 |

Table 156
Hourly Wage for Newfoundland Respondents by Employment Position

| Position | Responses | | Newfoundland | | All | |
|---|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 26 | 84% | \$16.96 | \$17.25 | \$22.56 | \$22.00 |
| Receptionist | * | * | * | * | \$21.72 | \$21.50 |
| Financial coordinator | * | * | * | * | \$23.87 | \$22.00 |
| Treatment coordinator | * | * | * | * | \$25.21 | \$25.00 |
| Manager (office/program/department) | * | * | * | * | \$27.97 | \$26.60 |
| Hygienist | * | * | * | * | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | * | * | * | * | \$30.63 | \$28.00 |
| Insurance Claims | * | * | * | * | \$23.24 | \$22.00 |
| Other | * | * | * | * | \$24.49 | \$24.00 |

Table 157
Hourly Wage for Newfoundland Respondents by Year of Graduation

| Range of Years | Responses | | Newfoundland | | All | |
|----------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | * | * | * | * | \$27.60 | \$25.75 |
| 1980 - 1990 | * | * | * | * | \$25.35 | \$24.47 |
| 1991 - 1995 | * | * | * | * | \$24.49 | \$24.00 |
| 1996 - 2000 | * | * | * | * | \$23.76 | \$23.00 |
| 2001 - 2005 | 5 | 19% | \$17.60 | \$17.50 | \$22.52 | \$22.00 |
| 2006 - 2010 | 12 | 46% | \$15.04 | \$15.53 | \$19.66 | \$19.00 |

Table 158
Hourly Wage for Newfoundland Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | Newfoundland | | All | |
|-----------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 6 | 19% | \$20.92 | \$22.50 | \$24.55 | \$24.00 |
| No | 25 | 81% | \$17.88 | \$15.80 | \$23.18 | \$22.00 |

Table 159
Hourly Wage for Newfoundland Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Newfoundland | | All | |
|-----------------------------------|-----------|------|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | * | * | * | * | \$25.29 | \$25.00 |
| No | 27 | 100% | \$18.24 | \$16.00 | \$22.63 | \$22.00 |

Table 160
Hourly Wage for Newfoundland Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Newfoundland | | All | |
|-----------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | * | * | * | * | \$24.82 | \$24.50 |
| No | 27 | 96% | \$18.24 | \$16.00 | \$23.11 | \$22.00 |

Table 161
Hourly Wage for Newfoundland Respondents by Age

| Age | Responses | | Newfoundland | | All | |
|-------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 14 | 45% | \$16.25 | \$16.50 | \$20.80 | \$20.00 |
| 30 - 35 | 8 | 26% | \$16.64 | \$17.00 | \$22.63 | \$22.00 |
| 36 - 40 | 5 | 16% | \$18.50 | \$20.00 | \$23.40 | \$23.00 |
| 41 - 45 | * | * | * | * | \$24.18 | \$23.40 |
| 46 - 50 | * | * | * | * | \$24.60 | \$24.00 |
| 51 and over | * | * | * | * | \$25.96 | \$24.50 |

Table 162
Hourly Wage for Newfoundland Respondents by Years Working for Primary Employer

| Years | Responses | | Newfoundland | | All | |
|------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 5 | 21% | \$15.93 | \$15.00 | \$20.59 | \$20.00 |
| 2 to 3 | * | * | * | * | \$21.64 | \$20.03 |
| 4 to 7 | 5 | 21% | \$17.60 | \$18.00 | \$22.75 | \$21.60 |
| 8 to 12 | * | * | * | * | \$23.57 | \$23.00 |
| 13 to 20 | * | * | * | * | \$25.16 | \$24.00 |
| 21 or more | * | * | * | * | \$25.84 | \$24.85 |

Benefits

Table 163
Annual License Fee Benefit for Newfoundland Respondents

| Annual license fee | Newfoundland | | All | |
|---|--------------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 6 | 16% | 742 | 13% |
| Part of the annual license fee is paid by my employer | * | * | 120 | 2% |
| None of the annual license fee is paid by my employer | 31 | 82% | 4651 | 83% |

Table 164
Benefits Provided by Source for Newfoundland Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Newfoundland | 6 | 16% | 13 | 34% | * | * | 14 | 37% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Newfoundland | 18 | 47% | * | * | * | * | 18 | 47% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²² | | | | | | | | |
| Newfoundland | 6 | 16% | 7 | 18% | * | * | 23 | 61% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Newfoundland | 23 | 61% | 17 | 45% | * | * | 5 | 13% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Newfoundland | 17 | 45% | 17 | 45% | * | * | 10 | 26% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Newfoundland | 10 | 26% | 7 | 18% | * | * | 21 | 55% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Newfoundland | 8 | 21% | 7 | 18% | 8 | 21% | 17 | 45% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Newfoundland | 6 | 16% | 14 | * | * | 11% | 15 | 39% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Newfoundland | 9 | 24% | 18 | 47% | * | * | 10 | 26% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Newfoundland | 23 | 61% | * | * | * | * | 11 | 29% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Newfoundland | * | * | * | * | * | * | 29 | 76% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Newfoundland | 6 | 16% | 18 | 47% | * | * | 12 | 32% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Newfoundland | * | * | * | * | * | * | 31 | 82% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Newfoundland | 6 | 16% | * | * | * | * | 31 | 82% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²² usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Newfoundland | 17 | 45% | * | * | * | * | 21 | 55% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Newfoundland | 5 | 13% | * | * | 5 | 13% | 26 | 68% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 165
Benefits for Newfoundland Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Newfoundland | * | * | 18 | 47% | * | * | 18 | 47% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Newfoundland | 16 | 42% | 5 | 13% | * | * | 16 | 42% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Newfoundland | * | * | 5 | 13% | 17 | 45% | 16 | 42% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Newfoundland | 10 | 26% | 6 | 16% | * | * | 17 | 45% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 166
Other Benefits for Newfoundland Respondents

| | Newfoundland | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 10 | 28% | 973 | 18% |
| Gifts of thanks | 23 | 62% | 2605 | 48% |
| Pay bonus | 22 | 59% | 2315 | 42% |



Appendix E

Nova Scotia: Hourly Wage and Benefits



Hourly Wage

Table 167
Hourly Wage for Nova Scotia Respondents by Work Setting

| Work Setting | Responses | | Nova Scotia | | All | |
|---|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 98 | 65% | \$18.64 | \$18.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 30 | 20% | \$20.22 | \$20.00 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 9 | 6% | \$19.34 | \$19.00 | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | * | * | * | * | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | * | * | * | * | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | * | * | * | * | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | 5 | 3% | \$24.45 | \$23.00 | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | * | * | * | * | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | 5 | 3% | \$27.46 | \$29.01 | \$27.21 | \$27.00 |

Table 168
Hourly Wage for Nova Scotia Respondents by Job Sharing

| Job Share Status | Responses | | Nova Scotia | | All | |
|-------------------------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | 7 | 5% | \$18.57 | \$17.66 | \$22.85 | \$22.00 |
| Yes but this is not my choice | 5 | 3% | \$17.57 | \$18.00 | \$19.96 | \$19.00 |
| No | 135 | 92% | \$20.01 | \$19.00 | \$23.54 | \$22.60 |

Table 169
Hourly Wage for Nova Scotia Respondents by Time at Work

| Time at Work | Responses | | Nova Scotia | | All | |
|--------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 131 | 87% | \$20.03 | \$19.00 | \$23.21 | \$22.00 |
| Part-time | 14 | 9% | \$17.67 | \$17.83 | \$23.18 | \$22.50 |
| Relief/Temp | 5 | 3% | \$21.14 | \$22.80 | \$22.40 | \$22.40 |

Table 170
Hourly Wage for Nova Scotia Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Nova Scotia | | All | |
|--------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | * | * | * | * | \$23.80 | \$23.75 |
| 20 to 29 | 15 | 10% | \$18.55 | \$18.00 | \$23.38 | \$22.50 |
| 30 to 35 | 71 | 49% | \$19.34 | \$18.59 | \$23.05 | \$22.00 |
| 36 to 40 | 51 | 35% | \$20.91 | \$19.50 | \$23.01 | \$22.00 |
| More than 40 | 7 | 5% | \$21.78 | \$20.00 | \$23.19 | \$22.00 |

Table 171
Hourly Wage for Nova Scotia 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 | | All | |
|--------------------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 18 | 22% | \$19.55 | \$20.00 | \$22.53 | \$21.69 |
| No | 65 | 78% | \$20.07 | \$19.00 | \$23.18 | \$22.00 |

Table 172
Hourly Wage for Nova Scotia Respondents by Employment Position

| Position | Responses | | Nova Scotia | | All | |
|---|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 132 | 83% | \$19.25 | \$18.55 | \$22.56 | \$22.00 |
| Receptionist | 8 | 5% | \$18.95 | \$19.48 | \$21.72 | \$21.50 |
| Financial coordinator | * | * | * | * | \$23.87 | \$22.00 |
| Treatment coordinator | * | * | * | * | \$25.21 | \$25.00 |
| Manager (office/program/department) | * | * | * | * | \$27.97 | \$26.60 |
| Hygienist | * | * | * | * | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | * | * | * | * | \$30.63 | \$28.00 |
| Insurance Claims | * | * | * | * | \$23.24 | \$22.00 |
| Other | 8 | 5% | \$20.32 | \$21.13 | \$24.49 | \$24.00 |

Table 173
Hourly Wage for Nova Scotia Respondents by Year of Graduation

| Range of Years | Responses | | Nova Scotia | | All | |
|----------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | * | * | * | * | \$27.60 | \$25.75 |
| 1980 - 1990 | 36 | 27% | \$21.74 | \$21.00 | \$25.35 | \$24.47 |
| 1991 - 1995 | 25 | 19% | \$20.36 | \$20.00 | \$24.49 | \$24.00 |
| 1996 - 2000 | 24 | 18% | \$19.86 | \$18.89 | \$23.76 | \$23.00 |
| 2001 - 2005 | 17 | 13% | \$19.75 | \$18.50 | \$22.52 | \$22.00 |
| 2006 - 2010 | 26 | 20% | \$17.06 | \$17.00 | \$19.66 | \$19.00 |

Table 174
Hourly Wage for Nova Scotia Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | Nova Scotia | | All | |
|-----------------------------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 21 | 15% | \$20.52 | \$20.00 | \$24.55 | \$24.00 |
| No | 118 | 85% | \$19.56 | \$18.65 | \$23.18 | \$22.00 |

Table 175
Hourly Wage for Nova Scotia Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Nova Scotia | | All | |
|-----------------------------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 18 | 13% | \$19.56 | \$19.63 | \$25.29 | \$25.00 |
| No | 124 | 87% | \$19.84 | \$19.00 | \$22.63 | \$22.00 |

Table 176
Hourly Wage for Nova Scotia Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Nova Scotia | | All | |
|-----------------------------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 10 | 7% | \$19.68 | \$20.00 | \$24.82 | \$24.50 |
| No | 130 | 93% | \$19.67 | \$18.76 | \$23.11 | \$22.00 |

Table 177
Hourly Wage for Nova Scotia Respondents by Age

| Age | Responses | | Nova Scotia | | All | |
|-------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 32 | 20% | \$17.06 | \$16.95 | \$20.80 | \$20.00 |
| 30 - 35 | 29 | 18% | \$19.40 | \$19.00 | \$22.63 | \$22.00 |
| 36 - 40 | 27 | 17% | \$19.68 | \$18.74 | \$23.40 | \$23.00 |
| 41 - 45 | 31 | 20% | \$21.28 | \$20.00 | \$24.18 | \$23.40 |
| 46 - 50 | 23 | 15% | \$20.16 | \$20.30 | \$24.60 | \$24.00 |
| 51 and over | 15 | 10% | \$22.99 | \$23.00 | \$25.96 | \$24.50 |

Table 178
Hourly Wage for Nova Scotia Respondents by Years Working for Primary Employer

| Years | Responses | | Nova Scotia | | All | |
|------------------|-----------|-----|-------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 19 | 22% | \$17.38 | \$17.00 | \$20.59 | \$20.00 |
| 2 to 3 | 20 | 23% | \$19.19 | \$18.75 | \$21.64 | \$20.03 |
| 4 to 7 | 14 | 16% | \$19.64 | \$18.58 | \$22.75 | \$21.60 |
| 8 to 12 | 16 | 18% | \$21.68 | \$21.75 | \$23.57 | \$23.00 |
| 13 to 20 | 9 | 10% | \$19.37 | \$18.50 | \$25.16 | \$24.00 |
| 21 or more | 10 | 11% | \$19.00 | \$19.31 | \$25.84 | \$24.85 |

Benefits

Table 179
Annual License Fee Benefit for Nova Scotia Respondents

| Annual license fee | Nova Scotia | | All | |
|---|-------------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 28 | 16% | 742 | 13% |
| Part of the annual license fee is paid by my employer | * | * | 120 | 2% |
| None of the annual license fee is paid by my employer | 148 | 83% | 4651 | 83% |

Table 180
Benefits Provided by Source for Nova Scotia Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Nova Scotia | 42 | 23% | 63 | 35% | 12 | 7% | 69 | 39% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Nova Scotia | 132 | 74% | * | * | * | * | 51 | 28% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²³ | | | | | | | | |
| Nova Scotia | 46 | 26% | 18 | 10% | 22 | 12% | 96 | 54% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Nova Scotia | 118 | 66% | 59 | 33% | 13 | 7% | 17 | 9% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Nova Scotia | 90 | 50% | 63 | 35% | 15 | 8% | 39 | 22% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Nova Scotia | 62 | 35% | 19 | 11% | 26 | 15% | 82 | 46% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Nova Scotia | 51 | 28% | 41 | 23% | 59 | 33% | 56 | 31% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Nova Scotia | 41 | 23% | 65 | 36% | 14 | 8% | 65 | 36% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Nova Scotia | 51 | 28% | 67 | 37% | 15 | 8% | 55 | 31% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Nova Scotia | 85 | 47% | * | * | 9 | 5% | 79 | 44% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Nova Scotia | 20 | 11% | * | * | 20 | 11% | 135 | 75% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Nova Scotia | 47 | 26% | 70 | 39% | 13 | 7% | 56 | 31% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Nova Scotia | * | * | 6 | 3% | * | * | 159 | 89% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Nova Scotia | 28 | 16% | * | * | * | * | 145 | 81% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²³ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Nova Scotia | 80 | 45% | * | * | * | * | 99 | 55% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Nova Scotia | 27 | 15% | 14 | 8% | 33 | 18% | 111 | 62% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 181
Benefits for Nova Scotia Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Nova Scotia | 41 | 23% | 69 | 39% | * | * | 64 | 36% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Nova Scotia | 84 | 47% | 17 | 9% | * | * | 71 | 40% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Nova Scotia | 7 | 4% | 31 | 17% | 77 | 43% | 61 | 34% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Nova Scotia | 10 | 26% | 6 | 16% | * | * | 17 | 45% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 182
Other Benefits for Nova Scotia Respondents

| | Nova Scotia | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 21 | 12% | 973 | 18% |
| Gifts of thanks | 86 | 49% | 2605 | 48% |
| Pay bonus | 71 | 40% | 2315 | 42% |



Appendix F

Ontario: Hourly Wage and Benefits



Hourly Wage

Table 183
Hourly Wage for Ontario Respondents by Work Setting

| Work Setting | Responses | | Ontario | | All | |
|---|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 1811 | 65% | \$20.73 | \$20.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 429 | 15% | \$22.38 | \$22.00 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 246 | 9% | \$20.66 | \$20.00 | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | 33 | 1% | \$32.16 | \$27.00 | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | 33 | 1% | \$24.45 | \$24.00 | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | 27 | 1% | \$27.95 | \$27.50 | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | 6 | % | \$20.92 | \$21.50 | \$23.38 | \$23.00 |
| Hospital | 52 | 2% | \$25.80 | \$27.00 | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | 97 | 3% | \$26.84 | \$26.29 | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | 11 | % | \$26.63 | \$22.00 | \$26.86 | \$24.00 |
| Other | 54 | 2% | \$25.17 | \$25.50 | \$27.21 | \$27.00 |

Table 184
Hourly Wage for Ontario Respondents by Job Sharing

| Job Share Status | Responses | | Ontario | | All | |
|-------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | 387 | 14% | \$20.96 | \$20.11 | \$22.85 | \$22.00 |
| Yes but this is not my choice | 233 | 9% | \$19.30 | \$18.50 | \$19.96 | \$19.00 |
| No | 2054 | 77% | \$21.89 | \$21.00 | \$23.54 | \$22.60 |

Table 185
Hourly Wage for Ontario Respondents by Time at Work

| Time at Work | Responses | | Ontario | | All | |
|--------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 2080 | 76% | \$21.80 | \$21.00 | \$23.21 | \$22.00 |
| Part-time | 594 | 22% | \$20.64 | \$20.00 | \$23.18 | \$22.50 |
| Relief/Temp | 48 | 2% | \$20.21 | \$20.00 | \$22.40 | \$22.40 |

Table 186
Hourly Wage for Ontario Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Ontario | | All | |
|--------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | 177 | 7% | \$20.84 | \$20.00 | \$23.80 | \$23.75 |
| 20 to 29 | 434 | 16% | \$21.10 | \$20.50 | \$23.38 | \$22.50 |
| 30 to 35 | 1037 | 39% | \$21.72 | \$21.00 | \$23.05 | \$22.00 |
| 36 to 40 | 831 | 31% | \$21.62 | \$21.00 | \$23.01 | \$22.00 |
| More than 40 | 189 | 7% | \$21.43 | \$20.50 | \$23.19 | \$22.00 |

Table 187
Hourly Wage for Ontario Respondents who are employed in the Business Office or as Office Manager by
Formal Education in the Area

| Formal Education in Area | Responses | | Ontario | | All | |
|--------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 584 | 29% | \$21.39 | \$20.00 | \$22.53 | \$21.69 |
| No | 1459 | 71% | \$21.68 | \$21.00 | \$23.18 | \$22.00 |

Table 188
Hourly Wage for Ontario Respondents by Employment Position

| Position | Responses | | Ontario | | All | |
|---|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 1825 | 63% | \$20.58 | \$20.00 | \$22.56 | \$22.00 |
| Receptionist | 376 | 13% | \$20.90 | \$20.93 | \$21.72 | \$21.50 |
| Financial coordinator | 20 | 1% | \$22.99 | \$22.50 | \$23.87 | \$22.00 |
| Treatment coordinator | 123 | 4% | \$23.86 | \$24.00 | \$25.21 | \$25.00 |
| Manager (office/program/department) | 192 | 7% | \$26.54 | \$25.00 | \$27.97 | \$26.60 |
| Hygienist | 15 | 1% | \$25.42 | \$26.00 | \$30.58 | \$30.00 |
| Dental Sales | 10 | <1% | \$27.69 | \$24.56 | \$27.69 | \$24.56 |
| Dental Education | 97 | 3% | \$28.28 | \$26.42 | \$30.63 | \$28.00 |
| Insurance Claims | 10 | <1% | \$23.02 | \$24.32 | \$23.24 | \$22.00 |
| Other | 234 | 8% | \$22.62 | \$22.00 | \$24.49 | \$24.00 |

Table 189
Hourly Wage for Ontario Respondents by Year of Graduation

| Range of Years | Responses | | Ontario | | All | |
|----------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | 137 | 5% | \$25.34 | \$24.28 | \$27.60 | \$25.75 |
| 1980 - 1990 | 539 | 21% | \$23.90 | \$23.00 | \$25.35 | \$24.47 |
| 1991 - 1995 | 394 | 15% | \$23.24 | \$22.50 | \$24.49 | \$24.00 |
| 1996 - 2000 | 398 | 16% | \$22.38 | \$22.00 | \$23.76 | \$23.00 |
| 2001 - 2005 | 458 | 18% | \$20.53 | \$20.00 | \$22.52 | \$22.00 |
| 2006 - 2010 | 619 | 24% | \$18.16 | \$18.00 | \$19.66 | \$19.00 |

Table 190
Hourly Wage for Ontario Respondents by Completion of the Orthodontic Module²⁴

| Completion of Module and Practice | Responses | | Ontario | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 373 | 15% | \$20.73 | \$20.00 | \$24.55 | \$24.00 |
| No | 2197 | 85% | \$21.87 | \$21.00 | \$23.18 | \$22.00 |

Table 191
Hourly Wage for Ontario Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Ontario | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 350 | 14% | \$19.86 | \$19.00 | \$25.29 | \$25.00 |
| No | 2191 | 86% | \$21.96 | \$21.13 | \$22.63 | \$22.00 |

Table 192
Hourly Wage for Ontario Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Ontario | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 304 | 12% | \$20.78 | \$20.00 | \$24.82 | \$24.50 |
| No | 2241 | 88% | \$21.78 | \$21.00 | \$23.11 | \$22.00 |

Table 193
Hourly Wage for Ontario Respondents by Age

| Age | Responses | | Ontario | | All | |
|------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 617 | 22% | \$18.73 | \$18.00 | \$20.80 | \$20.00 |
| 30 - 35 | 403 | 14% | \$21.23 | \$20.75 | \$22.63 | \$22.00 |
| 36 - 40 | 534 | 19% | \$21.88 | \$21.50 | \$23.40 | \$23.00 |
| 41 - 45 | 510 | 18% | \$22.42 | \$22.00 | \$24.18 | \$23.40 |
| 46 - 50 | 373 | 13% | \$22.91 | \$22.00 | \$24.60 | \$24.00 |

²⁴ While dental assistants cannot practice orthodontic skills in Ontario, respondents may have taken the course but are not allowed to perform the duties. This may explain the salary range for dental assistants in Ontario working in orthodontic practices.

| | | | | | | |
|-------------|-----|-----|---------|---------|---------|---------|
| 51 and over | 412 | 14% | \$23.95 | \$23.00 | \$25.96 | \$24.50 |
|-------------|-----|-----|---------|---------|---------|---------|

Table 194
Hourly Wage for Ontario Respondents by Years Working for Primary Employer

| Years | Responses | | Ontario | | All | |
|------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 343 | 19% | \$18.64 | \$18.00 | \$20.59 | \$20.00 |
| 2 to 3 | 322 | 18% | \$19.66 | \$19.00 | \$21.64 | \$20.03 |
| 4 to 7 | 395 | 22% | \$20.89 | \$20.00 | \$22.75 | \$21.60 |
| 8 to 12 | 273 | 15% | \$22.51 | \$22.00 | \$23.57 | \$23.00 |
| 13 to 20 | 238 | 13% | \$23.37 | \$22.98 | \$25.16 | \$24.00 |
| 21 or more | 194 | 11% | \$24.12 | \$23.00 | \$25.84 | \$24.85 |

Benefits

Table 195
Annual License Fee Benefit for Ontario Respondents

| Annual license fee | Ontario | | All | |
|---|---------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 248 | 7% | 742 | 13% |
| Part of the annual license fee is paid by my employer | 35 | 1% | 120 | 2% |
| None of the annual license fee is paid by my employer | 2996 | 89% | 4651 | 83% |

Table 196
Benefits Provided by Source for Ontario Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Ontario | 437 | 13% | 1102 | 33% | 109 | 3% | 1751 | 52% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Ontario | 1263 | 38% | 19 | 1% | 64 | 2% | 1999 | 60% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²⁵ | | | | | | | | |
| Ontario | 388 | 12% | 423 | 13% | 294 | 9% | 2232 | 67% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Ontario | 1876 | 56% | 1304 | 39% | 130 | 4% | 480 | 14% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Ontario | 1328 | 40% | 1411 | 42% | 148 | 4% | 805 | 24% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Ontario | 426 | 13% | 424 | 13% | 362 | 11% | 2143 | 64% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Ontario | 369 | 11% | 607 | 18% | 1434 | 43% | 1210 | 36% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Ontario | 451 | 13% | 1192 | 36% | 109 | 3% | 1640 | 49% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Ontario | 410 | 12% | 1205 | 36% | 129 | 4% | 1631 | 49% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Ontario | 955 | 29% | 45 | 1% | 107 | 3% | 2223 | 66% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Ontario | 203 | 6% | 19 | 1% | 166 | 5% | 2886 | 86% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Ontario | 422 | 13% | 1179 | 35% | 96 | 3% | 1674 | 50% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Ontario | 111 | 3% | 120 | 4% | 56 | 2% | 2975 | 89% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Ontario | 289 | 9% | 54 | 2% | 47 | 1% | 2894 | 86% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²⁵ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Ontario | 1381 | 41% | * | * | 25 | 1% | 1884 | 56% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Ontario | 371 | 11% | 278 | 8% | 608 | 18% | 2140 | 64% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 197
Benefits for Ontario Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Ontario | 782 | 23% | 719 | 21% | 18 | 1% | 1784 | 53% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Ontario | 1189 | 36% | 214 | 6% | 31 | 1% | 1841 | 55% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Ontario | 171 | 5% | 227 | 7% | 1138 | 34% | 1790 | 53% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Ontario | 589 | 18% | 141 | 4% | 143 | 4% | 2394 | 72% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 198
Other Benefits for Ontario Respondents

| | Ontario | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 533 | 16% | 973 | 18% |
| Gifts of thanks | 1448 | 44% | 2605 | 48% |
| Pay bonus | 1342 | 41% | 2315 | 42% |



Appendix G

Québec: Hourly Wage and Benefits



Hourly Wage

Table 199
Hourly Wage for Québec Respondents by Work Setting

| Work Setting | Responses | | Québec | | All | |
|---|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 10 | 48% | \$17.94 | \$17.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | * | * | * | * | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | * | * | * | * | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | * | * | * | * | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | * | * | * | * | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | * | * | * | * | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | * | * | * | * | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | * | * | * | * | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | * | * | * | * | \$27.21 | \$27.00 |

Table 200
Hourly Wage for Québec Respondents by Job Sharing

| Job Share Status | Responses | | Québec | | All | |
|-------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | * | * | * | * | \$22.85 | \$22.00 |
| Yes but this is not my choice | * | * | * | * | \$19.96 | \$19.00 |
| No | 13 | 68% | \$19.05 | \$18.50 | \$23.54 | \$22.60 |

Table 201
Hourly Wage for Québec Respondents by Time at Work

| Time at Work | Responses | | Québec | | All | |
|--------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 16 | 84% | \$18.58 | \$18.25 | \$23.21 | \$22.00 |
| Part-time | * | * | * | * | \$23.18 | \$22.50 |
| Relief/Temp | * | * | * | * | \$22.40 | \$22.40 |

Table 202
Hourly Wage for Québec Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Québec | | All | |
|--------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | * | * | * | * | \$23.80 | \$23.75 |
| 20 to 29 | * | * | * | * | \$23.38 | \$22.50 |
| 30 to 35 | 12 | 63% | \$18.52 | \$18.00 | \$23.05 | \$22.00 |
| 36 to 40 | * | * | * | * | \$23.01 | \$22.00 |
| More than 40 | * | * | * | * | \$23.19 | \$22.00 |

Table 203
Hourly Wage for Québec Respondents who are employed in the Business Office or as Office Manager by
Formal Education in the Area

| Formal Education in Area | Responses | | Québec | | All | |
|--------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 5 | 33% | \$22.37 | \$16.35 | \$22.53 | \$21.69 |
| No | 10 | 67% | \$19.94 | \$20.00 | \$23.18 | \$22.00 |

Table 204
Hourly Wage for Québec Respondents by Employment Position

| Position | Responses | | Québec | | All | |
|---|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 17 | 81% | \$17.76 | \$18.00 | \$22.56 | \$22.00 |
| Receptionist | * | * | * | * | \$21.72 | \$21.50 |
| Financial coordinator | * | * | * | * | \$23.87 | \$22.00 |
| Treatment coordinator | * | * | * | * | \$25.21 | \$25.00 |
| Manager (office/program/department) | * | * | * | * | \$27.97 | \$26.60 |
| Hygienist | * | * | * | * | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | * | * | * | * | \$30.63 | \$28.00 |
| Insurance Claims | * | * | * | * | \$23.24 | \$22.00 |
| Other | * | * | * | * | \$24.49 | \$24.00 |

Table 205
Hourly Wage for Québec Respondents by Year of Graduation

| Range of Years | Responses | | Québec | | All | |
|----------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | * | * | * | * | \$27.60 | \$25.75 |
| 1980 - 1990 | * | * | * | * | \$25.35 | \$24.47 |
| 1991 - 1995 | * | * | * | * | \$24.49 | \$24.00 |
| 1996 - 2000 | * | * | * | * | \$23.76 | \$23.00 |
| 2001 - 2005 | * | * | * | * | \$22.52 | \$22.00 |
| 2006 - 2010 | 6 | 40% | \$15.33 | \$16.00 | \$19.66 | \$19.00 |

Table 206
Hourly Wage for Québec Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | Québec | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 9 | 56% | \$18.89 | \$20.00 | \$24.55 | \$24.00 |
| No | 7 | 44% | \$23.24 | \$18.50 | \$23.18 | \$22.00 |

Table 207
Hourly Wage for Québec Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Québec | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 10 | 63% | \$18.34 | \$19.25 | \$25.29 | \$25.00 |
| No | 6 | 38% | \$24.89 | \$25.18 | \$22.63 | \$22.00 |

Table 208
Hourly Wage for Québec Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Québec | | All | |
|-----------------------------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 5 | 31% | \$18.50 | \$20.00 | \$24.82 | \$24.50 |
| No | 11 | 69% | \$22.02 | \$20.00 | \$23.11 | \$22.00 |

Table 209
Hourly Wage for Québec Respondents by Age

| Age | Responses | | Québec | | All | |
|-------------|-----------|-----|---------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | * | * | * | * | \$20.80 | \$20.00 |
| 30 - 35 | 7 | 29% | \$17.14 | \$16.00 | \$22.63 | \$22.00 |
| 36 - 40 | * | * | * | * | \$23.40 | \$23.00 |
| 41 - 45 | 5 | 21% | \$25.00 | \$22.00 | \$24.18 | \$23.40 |
| 46 - 50 | 5 | 21% | \$20.34 | \$18.50 | \$24.60 | \$24.00 |
| 51 and over | * | * | * | * | \$25.96 | \$24.50 |

Table 210
Hourly Wage for Québec Respondents by Years Working for Primary Employer

| Years | Responses | | Québec | | All | |
|------------------|-----------|---|---------|--------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | * | * | * | * | \$20.59 | \$20.00 |
| 2 to 3 | * | * | * | * | \$21.64 | \$20.03 |
| 4 to 7 | * | * | * | * | \$22.75 | \$21.60 |
| 8 to 12 | * | * | * | * | \$23.57 | \$23.00 |
| 13 to 20 | * | * | * | * | \$25.16 | \$24.00 |
| 21 or more | * | * | * | * | \$25.84 | \$24.85 |

Benefits

Table 211
Annual License Fee Benefit for Québec Respondents

| Annual license fee | Québec | | All | |
|---|--------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | * | * | 742 | 13% |
| Part of the annual license fee is paid by my employer | * | * | 120 | 2% |
| None of the annual license fee is paid by my employer | 25 | 86% | 4651 | 83% |

Table 212
Benefits Provided by Source for Québec Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Québec | 5 | 17% | 9 | 31% | * | * | 14 | 48% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Québec | 14 | 48% | * | * | * | * | 13 | 45% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²⁶ | | | | | | | | |
| Québec | 6 | 21% | * | * | 6 | 21% | 13 | 45% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Québec | 15 | 52% | 11 | 38% | * | * | * | * |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Québec | 7 | 24% | 13 | 45% | * | * | 9 | 31% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Québec | 7 | 24% | * | * | 9 | 31% | 10 | 34% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Québec | 6 | 21% | 10 | 34% | 9 | 31% | 8 | 28% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Québec | 5 | 17% | 10 | * | * | 7% | 11 | 38% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Québec | 6 | 21% | 13 | 45% | * | * | 6 | 21% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Québec | 16 | 55% | * | * | * | * | 11 | 38% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Québec | * | * | * | * | * | * | 21 | 72% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Québec | 6 | 21% | 8 | 28% | * | * | 14 | 48% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Québec | * | * | * | * | 6 | 21% | 22 | 76% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Québec | 5 | 17% | 6 | 21% | * | * | 16 | 55% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²⁶ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Québec | 13 | 45% | * | * | * | * | 16 | 55% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Québec | * | * | * | * | 14 | 48% | 9 | 31% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 213
Benefits for Québec Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Québec | 7 | 24% | * | * | * | * | 19 | 66% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Québec | 17 | 59% | 7 | 24% | * | * | * | * |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Québec | * | * | * | * | 8 | 28% | 17 | 59% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Québec | 15 | 52% | 7 | 24% | * | * | * | * |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 214
Other Benefits for Québec Respondents

| | Québec | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 15 | 52% | 973 | 18% |
| Gifts of thanks | 16 | 57% | 2605 | 48% |
| Pay bonus | 11 | 39% | 2315 | 42% |



Appendix H

Saskatchewan: Hourly Wage and Benefits



Hourly Wage

Table 215
Hourly Wage for Saskatchewan Respondents by Work Setting

| Work Setting | Responses | | Saskatchewan | | All | |
|---|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Private Practice - General Dentistry | 125 | 66% | \$22.72 | \$22.00 | \$22.54 | \$21.98 |
| Private Practice - Specialty | 35 | 18% | \$25.14 | \$25.50 | \$24.09 | \$23.50 |
| Private Practice - General and Specialty | 14 | 7% | \$23.64 | \$23.13 | \$22.48 | \$22.00 |
| Public Educational Facility - Teaching | * | * | * | * | \$35.26 | \$32.73 |
| Public Educational Facility - Clinical Assistant | * | * | * | * | \$25.81 | \$25.00 |
| Private Educational Facility - Teaching | * | * | * | * | \$27.53 | \$27.50 |
| Private Educational Facility - Clinical Assistant | * | * | * | * | \$23.38 | \$23.00 |
| Hospital | * | * | * | * | \$26.38 | \$27.00 |
| Institution such as custodial care or extended care | * | * | * | * | \$26.70 | \$27.69 |
| Community/Public Health | * | * | * | * | \$27.54 | \$26.79 |
| Insurance | * | * | * | * | \$21.12 | \$20.50 |
| Dental Supply | * | * | * | * | \$26.86 | \$24.00 |
| Other | * | * | * | * | \$27.21 | \$27.00 |

Table 216
Hourly Wage for Saskatchewan Respondents by Job Sharing

| Job Share Status | Responses | | Saskatchewan | | All | |
|-------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes and this is my choice | 19 | 11% | \$22.15 | \$21.50 | \$22.85 | \$22.00 |
| Yes but this is not my choice | * | * | * | * | \$19.96 | \$19.00 |
| No | 161 | 88% | \$23.40 | \$23.00 | \$23.54 | \$22.60 |

Table 217
Hourly Wage for Saskatchewan Respondents by Time at Work

| Time at Work | Responses | | Saskatchewan | | All | |
|--------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Full-time | 132 | 71% | \$23.40 | \$22.50 | \$23.21 | \$22.00 |
| Part-time | 49 | 26% | \$23.12 | \$23.50 | \$23.18 | \$22.50 |
| Relief/Temp | * | * | * | * | \$22.40 | \$22.40 |

Table 218
Hourly Wage for Saskatchewan Respondents by Number of Hours Worked per Week

| Hours Worked | Responses | | Saskatchewan | | All | |
|--------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Less than 20 | 11 | 6% | \$21.67 | \$21.50 | \$23.80 | \$23.75 |
| 20 to 29 | 31 | 17% | \$24.74 | \$25.00 | \$23.38 | \$22.50 |
| 30 to 35 | 55 | 30% | \$23.53 | \$23.19 | \$23.05 | \$22.00 |
| 36 to 40 | 77 | 42% | \$22.84 | \$22.00 | \$23.01 | \$22.00 |
| More than 40 | 8 | 4% | \$23.21 | \$24.60 | \$23.19 | \$22.00 |

Table 219
Hourly Wage for Saskatchewan Respondents who are employed in the Business Office or as Office Manager by
Formal Education in the Area

| Formal Education in Area | Responses | | Saskatchewan | | All | |
|--------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 27 | 22% | \$22.28 | \$21.88 | \$22.53 | \$21.69 |
| No | 97 | 78% | \$23.30 | \$22.00 | \$23.18 | \$22.00 |

Table 220
Hourly Wage for Saskatchewan Respondents by Employment Position

| Position | Responses | | Saskatchewan | | All | |
|---|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Chairside dental assistant intra-oral including specialties | 143 | 73% | \$22.92 | \$22.00 | \$22.56 | \$22.00 |
| Receptionist | 17 | 9% | \$21.72 | \$21.50 | \$21.72 | \$21.50 |
| Financial coordinator | * | * | * | * | \$23.87 | \$22.00 |
| Treatment coordinator | * | * | * | * | \$25.21 | \$25.00 |
| Manager (office/program/department) | 7 | 4% | \$29.97 | \$29.00 | \$27.97 | \$26.60 |
| Hygienist | * | * | * | * | \$30.58 | \$30.00 |
| Dental Sales | * | * | * | * | \$27.69 | \$24.56 |
| Dental Education | 10 | 5% | \$30.89 | \$27.00 | \$30.63 | \$28.00 |
| Insurance Claims | * | * | * | * | \$23.24 | \$22.00 |
| Other | 10 | 5% | \$23.95 | \$25.31 | \$24.49 | \$24.00 |

Table 221
Hourly Wage for Saskatchewan Respondents by Year of Graduation

| Range of Years | Responses | | Saskatchewan | | All | |
|----------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Before 1980 | 31 | 18% | \$26.24 | \$24.00 | \$27.60 | \$25.75 |
| 1980 - 1990 | 37 | 21% | \$24.76 | \$23.86 | \$25.35 | \$24.47 |
| 1991 - 1995 | 21 | 12% | \$25.46 | \$25.25 | \$24.49 | \$24.00 |
| 1996 - 2000 | 22 | 13% | \$24.67 | \$23.65 | \$23.76 | \$23.00 |
| 2001 - 2005 | 16 | 9% | \$22.61 | \$23.22 | \$22.52 | \$22.00 |
| 2006 - 2010 | 48 | 27% | \$20.23 | \$20.00 | \$19.66 | \$19.00 |

Table 222
Hourly Wage for Saskatchewan Respondents by Completion of the Orthodontic Module

| Completion of Module and Practice | Responses | | Saskatchewan | | All | |
|-----------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 47 | 25% | \$26.20 | \$26.00 | \$24.55 | \$24.00 |
| No | 141 | 75% | \$22.86 | \$22.00 | \$23.18 | \$22.00 |

Table 223
Hourly Wage for Saskatchewan Respondents by Completion of the Temporary Crowns/Provincial Module

| Completion of Module and Practice | Responses | | Saskatchewan | | All | |
|-----------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 115 | 61% | \$23.88 | \$22.50 | \$25.29 | \$25.00 |
| No | 75 | 39% | \$23.19 | \$23.00 | \$22.63 | \$22.00 |

Table 224
Hourly Wage for Saskatchewan Respondents by Completion of the Periodontal Screening and Recording (PSR) Course

| Completion of Module and Practice | Responses | | Saskatchewan | | All | |
|-----------------------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| Yes | 40 | 22% | \$23.95 | \$23.35 | \$24.82 | \$24.50 |
| No | 146 | 78% | \$23.59 | \$22.56 | \$23.11 | \$22.00 |

Table 225
Hourly Wage for Saskatchewan Respondents by Age

| Age | Responses | | Saskatchewan | | All | |
|-------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| 30 or less | 59 | 31% | \$20.87 | \$20.00 | \$20.80 | \$20.00 |
| 30 - 35 | 26 | 13% | \$23.85 | \$22.65 | \$22.63 | \$22.00 |
| 36 - 40 | 27 | 14% | \$25.02 | \$25.00 | \$23.40 | \$23.00 |
| 41 - 45 | 17 | 9% | \$23.84 | \$22.50 | \$24.18 | \$23.40 |
| 46 - 50 | 25 | 13% | \$25.37 | \$24.00 | \$24.60 | \$24.00 |
| 51 and over | 39 | 20% | \$25.26 | \$23.50 | \$25.96 | \$24.50 |

Table 226
Hourly Wage for Saskatchewan Respondents by Years Working for Primary Employer

| Years | Responses | | Saskatchewan | | All | |
|------------------|-----------|-----|--------------|---------|---------|---------|
| | Number | % | Average | Median | Average | Median |
| one year or less | 22 | 17% | \$20.52 | \$21.25 | \$20.59 | \$20.00 |
| 2 to 3 | 27 | 21% | \$21.59 | \$20.50 | \$21.64 | \$20.03 |
| 4 to 7 | 17 | 13% | \$22.92 | \$22.00 | \$22.75 | \$21.60 |
| 8 to 12 | 22 | 17% | \$24.19 | \$24.06 | \$23.57 | \$23.00 |
| 13 to 20 | 26 | 20% | \$23.96 | \$24.00 | \$25.16 | \$24.00 |
| 21 or more | 15 | 12% | \$27.60 | \$25.62 | \$25.84 | \$24.85 |

Benefits

Table 227
Annual License Fee Benefit for Saskatchewan Respondents

| Annual license fee | Saskatchewan | | All | |
|---|--------------|-----|------|-----|
| | # | % | # | % |
| 100% of the annual license fee is paid by my employer | 69 | 32% | 742 | 13% |
| Part of the annual license fee is paid by my employer | * | * | 120 | 2% |
| None of the annual license fee is paid by my employer | 141 | 66% | 4651 | 83% |

Table 228
Benefits Provided by Source for Saskatchewan Respondents

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|---------------------------------------|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Chiropractic services | | | | | | | | |
| Saskatchewan | 52 | 24% | 73 | 34% | 36 | 17% | 75 | 35% |
| All | 947 | 17% | 1860 | 33% | 281 | 5% | 2697 | 48% |
| Continuing education | | | | | | | | |
| Saskatchewan | 154 | 72% | * | * | * | * | 60 | 28% |
| All | 2547 | 45% | 28 | <1% | 118 | 2% | 2930 | 52% |
| Critical Illness²⁷ | | | | | | | | |
| Saskatchewan | 38 | 18% | 23 | 11% | 35 | 16% | 126 | 59% |
| All | 825 | 15% | 729 | 13% | 562 | 10% | 3509 | 63% |
| Dental benefit for employee | | | | | | | | |
| Saskatchewan | 156 | 73% | 85 | 40% | 6 | 3% | 19 | 9% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Dental benefit for family | | | | | | | | |
| Saskatchewan | 127 | 59% | 94 | 44% | 11 | 5% | 29 | 13% |
| All | 2570 | 46% | 2349 | 42% | 294 | 5% | 1198 | 21% |
| Disability insurance | | | | | | | | |
| Saskatchewan | 48 | 22% | 29 | 13% | 53 | 25% | 91 | 42% |
| All | 952 | 17% | 753 | 13% | 703 | 13% | 3271 | 58% |
| Life insurance | | | | | | | | |
| Saskatchewan | 44 | 20% | 40 | 19% | 87 | 40% | 68 | 32% |
| All | 806 | 14% | 1086 | 19% | 2159 | 39% | 2065 | 37% |
| Massage therapy | | | | | | | | |
| Saskatchewan | 56 | 26% | 76 | 35% | 36 | 17% | 62 | 29% |
| All | 986 | 18% | 1984 | 35% | 287 | 5% | 2527 | 45% |
| Medical Services Plan (MSP) | | | | | | | | |
| Saskatchewan | 47 | 22% | 81 | 38% | 45 | 21% | 63 | 29% |
| All | 899 | 16% | 2038 | 36% | 350 | 6% | 2459 | 44% |
| Paid sick leave | | | | | | | | |
| Saskatchewan | 72 | 33% | * | * | 9 | 4% | 133 | 62% |
| All | 1702 | 30% | 90 | 2% | 169 | 3% | 3619 | 65% |
| Personal malpractice insurance | | | | | | | | |
| Saskatchewan | 51 | 24% | * | * | 39 | 18% | 121 | 56% |
| All | 544 | 10% | 39 | 1% | 826 | 15% | 4107 | 73% |
| Physiotherapy | | | | | | | | |
| Saskatchewan | 51 | 24% | * | * | 39 | 18% | 121 | 56% |
| All | 897 | 16% | 1984 | 35% | 258 | 5% | 2612 | 47% |
| Physical Training program | | | | | | | | |
| Saskatchewan | * | * | 8 | 4% | 6 | 3% | 190 | 88% |
| All | 236 | 4% | 228 | 4% | 119 | 2% | 4888 | 87% |
| Professional fees paid | | | | | | | | |
| Saskatchewan | 66 | 31% | * | * | * | * | 141 | 66% |
| All | 794 | 14% | 74 | 1% | 106 | 2% | 4532 | 81% |

²⁷ usually a lump sum payment

| Benefit | Employer | | Spousal Policy | | Another Source | | No Benefit | |
|--|----------|-----|----------------|-----|----------------|-----|------------|-----|
| | # | % | # | % | # | % | # | % |
| Registration for a professional or scientific conference | | | | | | | | |
| Saskatchewan | 145 | 67% | * | * | * | * | 70 | 33% |
| All | 2582 | 46% | 7 | <1% | 72 | 1% | 2892 | 52% |
| RRSP/Pension | | | | | | | | |
| Saskatchewan | 28 | 13% | 13 | 6% | 69 | 32% | 115 | 53% |
| All | 696 | 12% | 447 | 8% | 1062 | 19% | 3511 | 63% |

Table 229
Benefits for Saskatchewan Respondents Provided Partially or in Full by Source

| | Employer pays 100% | | Cost is shared with the employer | | Another Source | | No benefit from any source | |
|-----------------------|--------------------|-----|----------------------------------|-----|----------------|-----|----------------------------|-----|
| | # | % | # | % | # | % | # | % |
| Uniform allowance | | | | | | | | |
| Saskatchewan | 70 | 33% | 84 | 39% | * | * | 61 | 28% |
| All | 1399 | 25% | 1331 | 24% | 34 | 1% | 2765 | 49% |
| Vacation exceeding 4% | | | | | | | | |
| Saskatchewan | 54 | 25% | 13 | 6% | * | * | 142 | 66% |
| All | 2014 | 36% | 403 | 7% | 51 | 1% | 3008 | 54% |
| Vision | | | | | | | | |
| Saskatchewan | 9 | 4% | 29 | 13% | 90 | 42% | 83 | 39% |
| All | 304 | 5% | 503 | 9% | 1950 | 35% | 2834 | 51% |
| Workers compensation | | | | | | | | |
| Saskatchewan | 78 | 36% | 19 | 9% | 26 | 12% | 81 | 38% |
| All | 1113 | 20% | 278 | 5% | 277 | 5% | 3782 | 67% |

Table 230
Other Benefits for Saskatchewan Respondents

| | Saskatchewan | | All | |
|-----------------|---------------------|-------------------------|---------------------|-------------------------|
| | Number of responses | Percentage of responses | Number of responses | Percentage of responses |
| Flex hours | 50 | 24% | 973 | 18% |
| Gifts of thanks | 124 | 58% | 2605 | 48% |
| Pay bonus | 117 | 55% | 2315 | 42% |



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