

Canadian Dental Assistants Association Salary and Benefits Survey 2013

Final Report

March 26, 2014

Confidential



Overview

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

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

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

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

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

Participant Profile

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

Wages

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

Benefits

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

Personal and Professional Issues

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

Table of Contents

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

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

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

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

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

Tables

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

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

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

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

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

Figures

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

Introduction

Canadian Dental Assistants Association

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

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

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

Salary Surveys

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

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

Method

Survey Instruments

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

Data Collection

Participating Organizations

- Association des assistant(e)s dentaires du Quebec
- Certified Dental Assistants of British Columbia
- College of Alberta Dental Assistants
- Manitoba Dental Assistants Association
- New Brunswick Dental Assistants Association
- Newfoundland and Labrador Dental Assistants Association
- Nova Scotia Dental Assistants Association
- Ontario Dental Assistants Association
- Prince Edward Island Dental Association¹
- Saskatchewan Dental Assistants Association

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

Methods

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

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

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

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

Statistical Indicators

Average and Median

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

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

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

Data Analysis

Hourly Wage

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

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

Work Settings

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

Respondents were assigned in the following ways:

- Those who selected only “general dentistry” and no other category were identified as “generalists.”
- Those who selected a specialty only, or a specialty in combination with general practice, were identified as “specialists.”³
- 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.⁴
- Those who gave the response, “other,” were assigned to an “other” category.

Data Presentation

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

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

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

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

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

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

² 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

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

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

Study Limitations and Interpretation

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

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

Results

Response Rate and Responses

Overall Rate

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

Response by Province

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

Table 1
Response Rates by Province

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

Methodological Note

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

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

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

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

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



Work Situation

Employed in Dentistry

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

Table 2
Respondents Currently Employed in Dentistry

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

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

Primary Work Settings

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

Table 3
Distributions of Respondents by Primary Work Settings

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

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

Table 4
Distribution of Respondents by Primary Work Setting

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

Secondary Work Settings

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

Table 5
Distributions of Respondents by Secondary Work Settings

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

Not Employed in Dentistry

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

Unemployment Rate

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

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

Months Seeking Employment

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

Reasons for Not Seeking Employment

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

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

Table 6
Reasons for Not Seeking Employment in Dentistry

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

Work Environment

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

Number of Years Working in Current Primary Office

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

Table 7
Years in Primary Office

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

Reviews

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

Table 8
Performance and Salary Reviews, Negotiated Wages

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

Job Sharing

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

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

Table 9
Job Sharing by Province

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

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

Time at Work in Dental Office

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

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

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

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

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

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

Professional Profile

Current Employment Status

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

Table 11
Current Primary Employment Position

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

Business or Office Manager

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

Designation or Professional Credentials

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

Table 12
Designation or Professional Credentials

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

Table 13
Year in Which CDA Certificate was Awarded

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

Training

Orthodontic Module

Table 14
Orthodontic Module

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

Prosthodontic Module

Table 15
Prosthodontic Module

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

Periodontal Screening and Recording Course (PSR)

Table 16
Periodontal Screening and Recording (PSR) Course

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

Personal Profile

Age

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

Table 17
Age Distribution

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

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

Hourly Wage⁶

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

Work Setting

Table 18
Hourly Wage for All Respondents by Work Setting

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

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

Job Sharing

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

Table 19
Hourly Wage for All Respondents by Job Sharing

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

Full-Time, Part-Time, Relief

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

Table 20
Hourly Wage for All Respondents by Time at Work

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

Hours Worked per Week

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

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

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

Office Manager

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

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

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

Employment Position

Table 23
Hourly Wage for All Respondents by Employment Position

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

Year of Graduation

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

Table 24
Hourly Wage for All Respondents by Year of Graduation

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

Training Modules

Table 25 shows that a 7% premium is paid to respondents who have completed the orthodontic module⁷.

Table 25
Hourly Wage for All Respondents by Completion of the Orthodontic Module⁸

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

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

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

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

⁷ Not surveyed in Ontario

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

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

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

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

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

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

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

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

Age

Table 29
Hourly Wage for Respondents by Age

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

Years in the Current Office

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

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

Province

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

Table 31
Hourly Wages by Province

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

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

Table 32
Hourly Wages by Geographical Location

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

Reviews

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

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

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

Adjustments

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

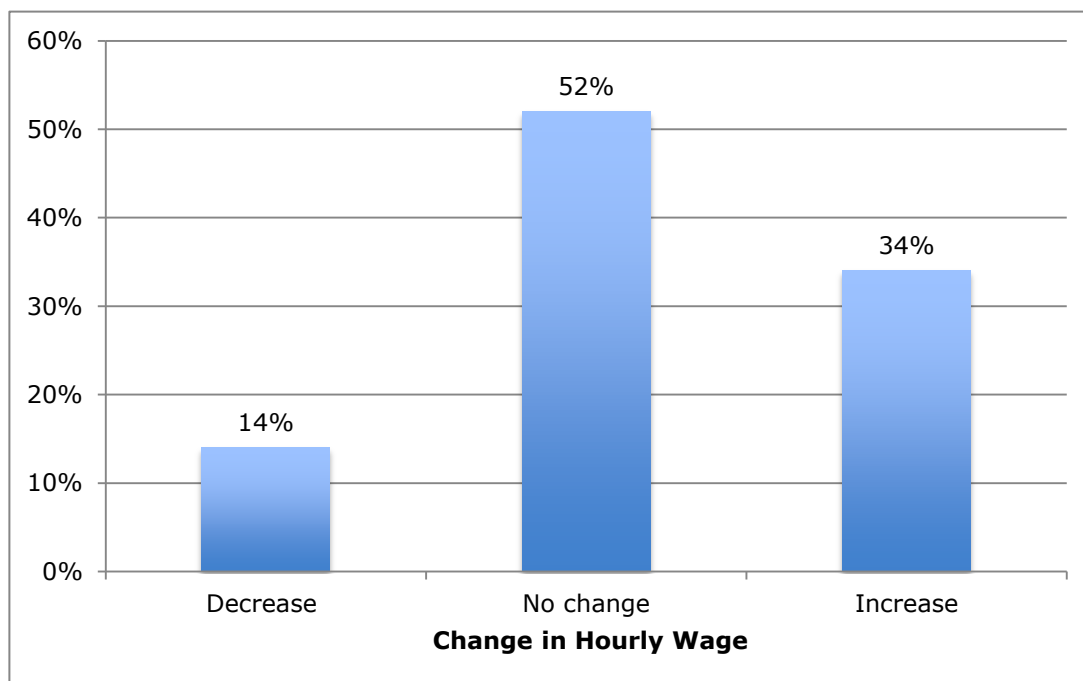


Figure 1 Change in hourly wage.

Table 34
Ways in Which Wage Increases are Determined

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

⁹ Not surveyed in Ontario.

Overtime

Overall, 52% of respondents work overtime:

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

Compensation has a significant impact on choice:

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

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

Table 35
Compensation for Overtime

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

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

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

Dental Assistant Functions

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

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

Benefits

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

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

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

Table 36
Annual License Fee Benefit¹⁰

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

¹⁰ Not surveyed in Ontario using the same parameters.

Table 37
Benefits Provided by Source

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

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

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

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

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

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

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

Other Benefits

Table 41
Other Benefits for Respondents

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

Personal and Professional Issues

Years to Stay in the Profession

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

Table 42
Staying in the Profession

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

Reasons to Leave the Profession

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

Table 43
Reasons to Leave the Profession

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

Reasons for a Second Employment

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

Table 44
Reasons for a Second Employment¹¹

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

Reasons to Like the Profession

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

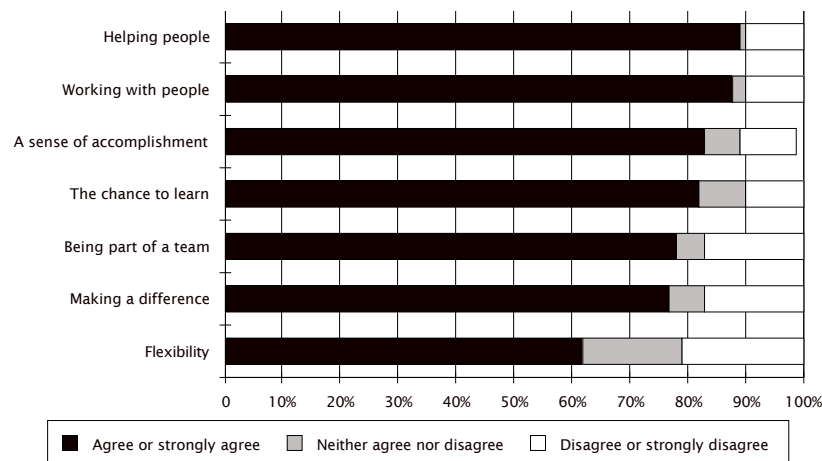


Figure 2 Reasons to like the profession

¹¹ Not surveyed in Ontario.

Costs and Benefits of Advanced Training

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

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

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

These results are illustrated in Figure 3.

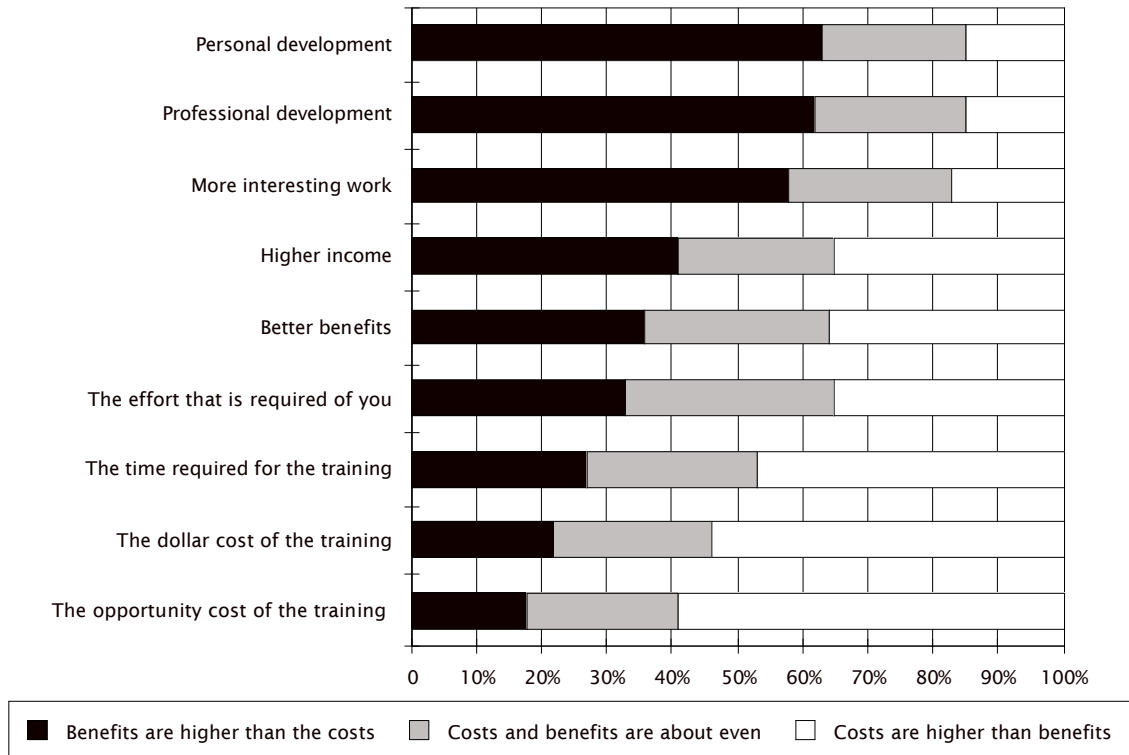


Figure 3 Costs and benefits of advanced training

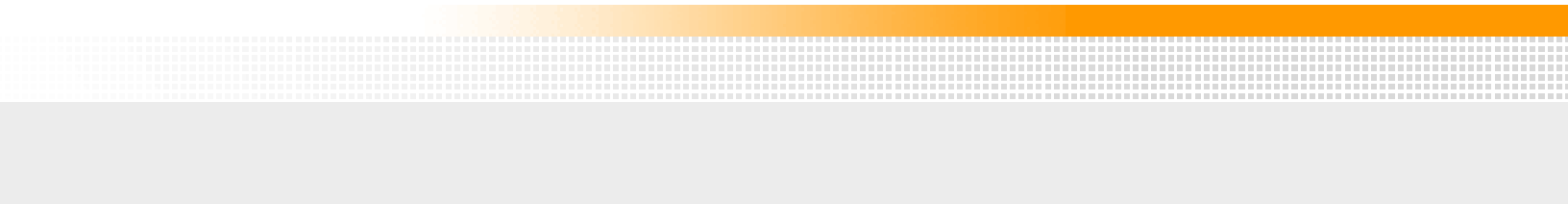
Almost all (99%) of respondents identified themselves as female.





Appendix A

Results by Province



Alberta

Hourly Wages

Work Setting

Table 45
Hourly Wage for Respondents by Work Setting

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

Job Sharing

Table 46
Hourly Wage for Respondents by Job Sharing

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

Time at Work

Table 47
Hourly Wage for Respondents by Time at Work

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

Hours Worked per Week

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

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

Wages in the Business Office or Office Managers

Table 49

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

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

Employment Position

Table 50

Hourly Wage for Respondents by Employment Position

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

Year of Graduation

Table 51
Hourly Wage for Respondents by Year of Graduation

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

Orthodontic Module

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

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

Prosthodontic Module

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

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

Scaling or Limited Scaling Course

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

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

Periodontal Screening and Recording Course

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

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

Age

Table 56
Hourly Wage for Respondents by Age

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

Years in the Current Office

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

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

Benefits

Annual Licence Fee

Table 58
Annual License Fee Benefit for Respondents

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

Benefits by Source

Table 59
Benefits Provided by Source for Respondents

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

¹² Usually a lump sum payment

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

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

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

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

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

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

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

Other Benefits

Table 63
Other Benefits for Respondents

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

Saskatchewan

Hourly Wages

Work Setting

Table 64
Hourly Wage for Respondents by Work Setting

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

Job Sharing

Table 65
Hourly Wage for Respondents by Job Sharing

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

Time at Work

Table 66
Hourly Wage for Respondents by Time at Work

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

Hours Worked per Week

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

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

Wages in the Business Office or Office Managers

Table 68

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

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

Employment Position

Table 69

Hourly Wage for Respondents by Employment Position

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

Year of Graduation

Table 70
Hourly Wage for Respondents by Year of Graduation

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

Orthodontic Module

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

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

Prosthodontic Module

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

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

Scaling or Limited Scaling Course

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

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

Periodontal Screening and Recording Course

Table 74
Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

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

Age

Table 75
Hourly Wage for Respondents by Age

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

Years in the Current Office

Table 76
Hourly Wage for Respondents by Years in the Same Office

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

Benefits

Annual Licence Fee

Table 77
Annual License Fee Benefit for Respondents

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

Benefits by Source

Table 78
Benefits Provided by Source for Respondents

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

¹³ usually a lump sum payment

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

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

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

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

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

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

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

Other Benefits

Table 82
Other Benefits for Respondents

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

Manitoba

Hourly Wages

Work Setting

Table 83
Hourly Wage for Respondents by Work Setting

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

Job Sharing

Table 84
Hourly Wage for Respondents by Job Sharing

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

Time at Work

Table 85
Hourly Wage for Respondents by Time at Work

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

Hours Worked per Week

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

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

Wages in the Business Office or Office Managers

Table 87

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

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

Employment Position

Table 88

Hourly Wage for Respondents by Employment Position

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

Year of Graduation

Table 89
Hourly Wage for Respondents by Year of Graduation

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

Orthodontic Module

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

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

Prosthodontic Module

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

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

Scaling or Limited Scaling Course

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

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

Periodontal Screening and Recording Course

Table 93

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

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

Age

Table 94

Hourly Wage for Respondents by Age

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

Years in the Current Office

Table 95

Hourly Wage for Respondents by Years in the Same Office

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

Benefits

Annual Licence Fee

Table 96
Annual License Fee Benefit for Respondents

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

Benefits by Source

Table 97
Benefits Provided by Source for Respondents

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

¹⁴ usually a lump sum payment

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

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

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

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

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

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

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

Other Benefits

Table 101
Other Benefits for Respondents

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

Nova Scotia

Hourly Wages

Work Setting

Table 102
Hourly Wage for Respondents by Work Setting

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

Job Sharing

Table 103
Hourly Wage for Respondents by Job Sharing

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

Time at Work

Table 104
Hourly Wage for Respondents by Time at Work

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

Hours Worked per Week

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

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

Wages in the Business Office or Office Managers

Table 106

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

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

Employment Position

Table 107

Hourly Wage for Respondents by Employment Position

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

Year of Graduation

Table 108
Hourly Wage for Respondents by Year of Graduation

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

Orthodontic Module

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

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

Prosthodontic Module

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

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

Scaling or Limited Scaling Course

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

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

Periodontal Screening and Recording Course

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

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

Age

Table 113
Hourly Wage for Respondents by Age

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

Years in the Current Office

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

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

Benefits

Annual Licence Fee

Table 115
Annual License Fee Benefit for Respondents

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

Benefits by Source

Table 116
Benefits Provided by Source for Respondents

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

¹⁵ usually a lump sum payment

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

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

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

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

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

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

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

Other Benefits

Table 120
Other Benefits for Respondents

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

New Brunswick

Hourly Wages

Work Setting

Table 121
Hourly Wage for Respondents by Work Setting

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

Job Sharing

Table 122
Hourly Wage for Respondents by Job Sharing

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

Time at Work

Table 123
Hourly Wage for Respondents by Time at Work

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

Hours Worked per Week

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

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

Wages in the Business Office or Office Managers

Table 125

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

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

Employment Position

Table 126

Hourly Wage for Respondents by Employment Position

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

Year of Graduation

Table 127
Hourly Wage for Respondents by Year of Graduation

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

Orthodontic Module

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

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

Prosthodontic Module

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

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

Scaling or Limited Scaling Course

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

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

Periodontal Screening and Recording Course

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

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

Age

Table 132
Hourly Wage for Respondents by Age

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

Years in the Current Office

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

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

Benefits

Annual Licence Fee

Table 134
Annual License Fee Benefit for Respondents

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

Benefits by Source

Table 135
Benefits Provided by Source for Respondents

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

¹⁶ usually a lump sum payment

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

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

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

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

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

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

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

Other Benefits

Table 139
Other Benefits for Respondents

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



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