



Canadian Dental Assistants' Association: Salary and Benefits Survey 2011

Final Report

July 21 2011

Confidential



Executive Summary

The 2011 Salary and Benefits Report is the second in a series designed to facilitate comparisons of compensation and benefit with others having a similar profile of work setting and environment, geography, professional training and experience. Readers who are considering the impact of additional training, years of experience or working in another location might also find the report useful to be useful for them.

The results are based on the responses of 6,217 members across the country, representing 42% of those surveyed. Overall results are accurate to within less than 1%, 19 times out of 20.

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

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

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

Survey Highlights

- Dental assistants are in demand, with an overall unemployment rate of 2.5%, down from 3.6% in 2009. However, this varies considerably from province to province.
- A quarter of respondents work in more than one office (27% up from 11% in 2009). However, about a quarter share their job with another dental assistant.
- As in 2009, three-quarters of respondents work full-time. A fifth work part-time, with 2% acting as relief or temporary dental assistants.
- According the results of this survey, full-time employment can start at 30 hours per week and go beyond 40 hours. For most respondents, part-time employment means 30 hours per week or less.
- Sixty-seven percent of respondents in clinical practice described themselves as a chair side assistant, with variation depending on general, specialty or combined work settings

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

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Introduction

Canadian Dental Assistants' Association

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

Mission

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

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

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

Vision

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

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

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

CDAA Values

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

The CDAA values:

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

National Survey Strategy

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

Corporate Members

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

Salary Survey 2011

The 2011 Salary Survey is the second in a series designed to facilitate comparisons of compensation and benefit with others having a similar profile of work setting and environment, geography, professional training and experience.

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

Method

Context

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

Second, the Certified Dental Assistants' Association of British Columbia (CDABC) had already completed their survey process.

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

Survey Instruments

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

Data Collection

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

With the exceptions of the CFDS members and ODAA members without an email address and CDABC members, all CDAA members with an email address were sent a personalized email from their provincial President or Executive Director. The message explained the purpose of the study, invited members to participate and provided a unique link to access the survey.

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

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

The emails were sent out on March 16 2009. Follow-up emails were sent to those who did not respond on March 26, April 8 and 15. The survey was closed on April 24.**

Statistical Indicators

Average and Median

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

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

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

Data Analysis

Hourly Wage

Compensation in the 2011 survey was based primarily on hourly wages, with respondents receiving the following instructions.

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

Work Settings

The survey asked participants to indicate whether they worked in one or more of 12 pre-determined work settings.¹ They also had the option of reporting an "other" work setting.

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

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

- CDAA respondents who reported a primary work setting were assigned to the corresponding category.
- CDABC respondents were assigned to a "generalist" or "specialist" category from the survey they took.

¹ Private Practice - General Dentistry; Private Practice - Specialty; Private Practice - General and Specialty; Public Educational Facility - Teaching; Public Educational Facility - Clinical Assistant; Private Educational Facility - Teaching; Private Educational Facility - Clinical Assistant; Hospital; Institution such as custodial care or extended care; Community/Public Health; Insurance; Dental Supply

The rest of the respondents were assigned in the following ways:

- Those who selected only "general dentistry" and no other category were identified as "generalists."
- Those who selected a specialty only, or a specialty in combination with general practice, were identified as "specialists."²
- Those who identified themselves with "teaching" — whether alone or in combination with another work setting — were assigned to a teacher category.
- Respondents identifying themselves as "clinical assistants" — whether alone or in combination with another work setting — were assigned to a clinical assistant category.
- Those who identified themselves as working in a hospital, in the community or in a public health context were assigned to the same group.³
- Those who gave the response "other" were assigned to an "other" category.

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

Data Presentation

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

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

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

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

³ Statistical analyses were conducted to ensure that no significant differences in hourly wage were found between sub-groups within the hospital, community, public health category.

Study Limitations and Interpretation

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

- Compensation and benefit means and ranges as well as other data are based on survey responses and are only as accurate as the data provided by those survey respondents.
- Overall results are accurate to within 1%, 19 times out of 20 (95% confidence). While the overall results have a relatively low margin of error, results for sub-groups (e.g., work environment) should be interpreted with caution due to the smaller sample sizes.
- To the extent that there are differences between members with and without email addresses, the results from this study should be interpreted with some caution. For example, age is a key factor in determining hourly wage. If all members with email addresses were significantly younger than all members without email addresses, the average for the survey sample would not be representative for all members, with and without email addresses.

On the other hand, the survey sample is very large and the results are impacted by a number of factors. For example, salary and benefits are strongly influenced by the work setting, as well as by personal and professional profiles. The results are presented in ways that reflect these factors. Readers should be careful to make comparisons with their colleagues whose profiles are most similar to theirs. They may also use the results of other profile groups to make decisions regarding a change to another work setting.

Results

Response Rate and Responses

Overall Rate

Of the 14,938 emails sent out, 6,217 questionnaires were filled out for an overall completion rate of 41.6%. This is consistent with a margin of error of less than 1% (how far off from a "true" score a particular result might be) 19 times out of 20 (the percent of time that the true percentage of the population would lie within the margin of error of 5%).

Response by Province

Table 1 details the number of CDAA members in each province, the number in the survey sample, the response rate and the margin of error. Provinces with smaller populations have relatively high margins of error. This is due to the formula for the calculation of the margin of error. Both the response rate and the size of population (number of members in the province) are included in the formula.

Table 1
Response Rates by Province

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

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

Work Situation

Employed in Dentistry

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

Table 2
Respondents Currently Employed in Dentistry

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

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

Primary Work Settings

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

Table 3
Distributions of Respondents by Primary Work Settings

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

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

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

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

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

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

⁴ For example, custodial care or extended care

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

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

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

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

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

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

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

[illegible]

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

	Hospital		Institution ⁵		Community/ Public Health		Insurance		Dental Supply		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
Alberta	17	1.2%	*	*	11	0.8%	*	*	*	*	30	2.0%
Manitoba	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	*	*	*	*	*	*	*	*	*	*	*	*
Newfoundland	*	*	*	*	*	*	*	*	*	*	*	*
Nova Scotia	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	50	1.5%	*	*	49	1.5%	*	*	9	0.3%	58	1.7%
Quebec	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	*	*	*	*	*	*	*	*	*	*	*	*

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

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

⁵ For example, custodial care or extended care

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

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

Not Employed in Dentistry

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

Unemployment Rate

Of the 6,217 dental assistants who participated in the study, 565 (9.2%) are currently not employed in dentistry. Of the 565, 206 (57.1%) reported that they were not seeking employment in dentistry; 155 are seeking employment in dentistry; 204 did not respond to the question. These results combine to show a real unemployment rate — dental assistants who are not employed in dentistry but are seeking work in the field — of 2.5%, a drop from 3.6% in 2009.

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

Months Seeking Employment

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

Reasons for Not Seeking Employment

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

Table 13 lists reasons for not seeking employment along with the number and percent of respondents for whom the reasons apply. Note that respondents were able to indicate more than one reason for not seeking work in dentistry.

Table 13
Reasons for Not Seeking Employment in Dentistry

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

Work Environment

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

Number of Years Working in Current Primary Office

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

Table 14
Years in Primary Office

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

Job Sharing

Twenty-two percent of respondents share their job with another dental assistant. Of those who job share, 68% do so by choice; 32% job share but it is not their choice. These results are very close to those obtained in 2009.

Table 15 indicates that job sharing varies from 7% of respondents in Nova Scotia to more than 20% in Québec (20%), Ontario (21%), and Newfoundland (29%). Of the provinces with higher populations, Alberta has the lowest rate of "not by choice" job sharing (3%); Ontario has the highest (8%).⁶

Table 15
Job Sharing

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

⁶ Results showing the percent of respondents who job share "by choice" and "not by choice" in provinces with smaller populations should be interpreted with caution. A small change in the numbers could result in a relatively large change in the percent reported.

Time at Work in Dental Office

Overall, about three-quarters of respondents work full-time (74%). A fifth (23%) work part-time, with 2% acting as relief or temporary dental assistants, results similar to 2009.

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

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

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

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

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

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

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

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

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

Professional Profile

Current Employment Status

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

Table 19
Current Primary Employment Position⁷

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

Table 20
Distribution of Respondents by Work Settings and Employment Positions

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

Business or Office Manager

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

Table 21
Certificate or Diploma as an Office Manager

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

Designation or Professional Credentials

Table 22
Designation or Professional Credentials

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

Table 23
Year in Which CDA Certificate was Awarded

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

Training

Orthodontic Module

Table 24
Orthodontic Module

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

Temporary Crowns/Provisional Module

Table 25
Temporary Crowns/Provisional Module

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

Periodontal Screening and Recording Course (PSR)

Table 26
Periodontal Screening and Recording (PSR) Course

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

Table 27
Orthodontic Module by Province

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

Personal Profile

Age

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

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

Table 28
Age Distribution

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

Hourly Wage⁸

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

Table 29
Hourly Wage for All Respondents by Work Setting

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

Table 30 shows that respondents who job share— especially those who do not job share by choice — earn a lower wage than those who do not, a gap that is widening when compared to the 2009 results.

Table 30
Hourly Wage for All Respondents by Job Sharing

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

⁸ The calculation of hourly wage is detailed in the Method Section, page 5.

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

Table 31
Hourly Wage for All Respondents by Time at Work

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

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

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

As in 2009, respondents who are employed in the Business Office or as Office Manager earned somewhat less if they had formal education in the area than those who didn't.

Table 33
Hourly Wage for All Respondents who are employed in the Business Office or as Office Manager by Formal Education in the Area

Formal Education in Area	Number of Responses	% of Responses	Average	Median
Yes	814	26%	\$22.53	\$21.69
No	2,365	74%	\$23.18	\$22.00

Table 34
Hourly Wage for All Respondents by Employment Position

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

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

Table 35
Hourly Wage for All Respondents by Year of Graduation

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

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

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

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

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

Table 38
Hourly Wage for All Respondents by Completion of the Periodontal Screening and Recording Course

Completion of Module and Practice	Number of Responses	% of Responses	Average	Median
Yes	885	20%	\$24.82	\$24.50
No	3,544	80%	\$23.11	\$22.00

Table 39
Hourly Wage for All Respondents by Age

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

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

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

Hourly Wage

Primary Work Setting

Table 41
Hourly Wage by Primary Work Setting

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

*Job Share*⁹

Table 42
Hourly Wage for Job Sharing Choice by Province

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

Table 43
Hourly Wage for Do Not Job Share by Province

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

⁹ Percentages in this section are based on the number of responses from the province that have responded to the job share question.

*Time at Work*¹⁰

Table 44
Hourly Wage for Time at Work by Province

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

Table 45
Hourly Wage for Temp/Relief by Province

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

¹⁰ Percentages in this section are based on the number of responses from the province that have responded to the employment status question.

Days Worked per Week¹¹

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

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

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

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

¹¹ Percentages in this section are based on the number of responses from the province that have responded to the hours per day and hours per week questions.

Table 48
Hourly Wage for Five Day Work Week by Province

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

Business Office or Office Manager Position and Formal Education

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

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

*Employment Position*¹²

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

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

Table 51
Hourly Wage for Receptionist Employment Position by Province

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

¹² Percentages in this section are based on the number of responses from the province that have responded to the employment position question.

Table 52
Hourly Wage for Financial Coordinator Position by Province

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

Table 53
Hourly Wage for Treatment Coordinator Employment Position by Province

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

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

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

Table 55
Hourly Wage for Hygienist Employment Position by Province

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

Table 56
Hourly Wage for Dental Sales Employment Position by Province

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

Table 57
Hourly Wage for Dental Education Employment Position by Province

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

Table 58
Hourly Wage for Insurance Claims Employment Position by Province

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

Table 59
Hourly Wage for Other Employment Position by Province

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

Year of Graduation¹³

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

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

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

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

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

Completion of Orthodontic Module and Practice

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

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

Completion of Temporary Crowns/Provisional Module and Practice

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

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

Completion of Periodontal Screening and Recording Course and Practice

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

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

Age

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

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

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

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

Years at Current Primary Employer

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

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

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

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

Adjustments

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

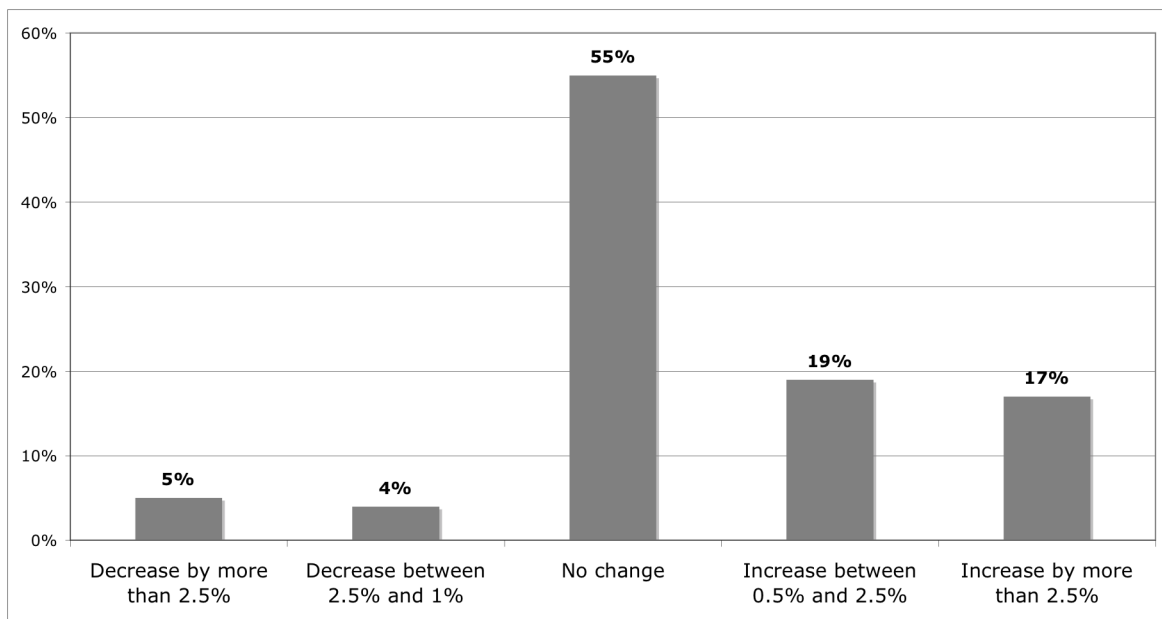


Figure 1 Change in compensation from 2010 to 2011

Table 69
Ways in Which Wage Increases are Determined

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

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

Table 70
Criteria by which Wage Increases are Determined

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

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

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

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

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

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

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

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

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

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

Overtime

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

Table 74
Overtime by Province

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

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

Table 75
Compensation for Overtime by Province

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

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

Table 76
Modality of Compensation for Overtime by Province

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

Benefits

Table 77
Annual License Fee Benefit

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

Table 78
Benefits Provided by Source

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

Table 79
Benefits Provided Partially or in Full by Source

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

Table 80
Other Benefits

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

Employer Benefits by Province

Table 81
Annual License Fee

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

Table 82
Chiropractic Services

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

Table 83
Continuing Education

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

Table 84
Critical Illness

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

Table 85
Dental Benefit to Employee

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

Table 86
Dental Benefit to Employee's Family

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

Table 87
Disability Insurance

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

Table 88
Life Insurance

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

Table 89
Massage Therapy

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

Table 90
Medical Services Plan (MSP)

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

Table 91
Paid Sick Leave

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

Table 92
Personal Malpractice Insurance

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

Table 93
Physiotherapy

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

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Table 94
Physical Training Program

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

Table 95
Professional Fees Paid

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

Table 96
Registration for a Professional or Scientific Conference

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

Table 97
RRSP/Pension

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

Table 98
Uniform Allowance

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

Table 99
Vacation Exceeding 4%

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

Table 100
Vision

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

Table 101
Workers Compensation

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

Table 102
Flex Hours, Gifts of Thanks, Pay Bonus

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

Alberta: Hourly Wage and Benefits

Hourly Wage

Table 103
Hourly Wage for Alberta Respondents by Work Setting

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

Table 104
Hourly Wage for Alberta Respondents by Job Sharing

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

Table 105
Hourly Wage for Alberta Respondents by Time at Work

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

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

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

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

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

Table 108
Hourly Wage for Alberta Respondents by Employment Position

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

Table 109
Hourly Wage for Alberta Respondents by Year of Graduation

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

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

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

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

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

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

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

Table 113
Hourly Wage for Alberta Respondents by Age

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

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

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

Benefits

Table 115
Annual License Fee Benefit for Alberta Respondents

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

Table 116
Benefits Provided by Source for Alberta Respondents

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

¹⁴ usually a lump sum payment

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

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

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

Table 118
Other Benefits for Alberta Respondents

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

Manitoba: Hourly Wage and Benefits

Hourly Wage

Table 119
Hourly Wage for Manitoba Respondents by Work Setting

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

Table 120
Hourly Wage for Manitoba Respondents by Job Sharing

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

Table 121
Hourly Wage for Manitoba Respondents by Time at Work

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

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

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

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

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

Table 124
Hourly Wage for Manitoba Respondents by Employment Position

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

Table 125
Hourly Wage for Manitoba Respondents by Year of Graduation

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

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

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

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

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

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

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

Table 129
Hourly Wage for Manitoba Respondents by Age

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

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

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

Benefits

Table 131
Annual License Fee Benefit for Manitoba Respondents

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

Table 132
Benefits Provided by Source for Manitoba Respondents

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

¹⁵ usually a lump sum payment

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

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

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

Table 134
Other Benefits for Manitoba Respondents

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

New Brunswick: Hourly Wage and Benefits

Hourly Wage

Table 135
Hourly Wage for New Brunswick Respondents by Work Setting

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

Table 136
Hourly Wage for New Brunswick Respondents by Job Sharing

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

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

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

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

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

Table 139
Hourly Wage for New Brunswick Respondents who are employed in the Business Office or as Office Manager
by Formal Education in the Area

Formal Education in Area	Responses		New Brunswick		All	
	Number	%	Average	Median	Average	Median
Yes	8	17%	\$17.99	\$18.79	\$22.53	\$21.69
No	39	83%	\$20.46	\$18.79	\$23.18	\$22.00

Table 140
Hourly Wage for New Brunswick Respondents by Employment Position

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

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

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

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

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

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

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

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

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

Table 145
Hourly Wage for New Brunswick Respondents by Age

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

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

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

Benefits

Table 147
Annual License Fee Benefit for New Brunswick Respondents

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

Table 148
Benefits Provided by Source for New Brunswick Respondents

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

¹⁶ usually a lump sum payment

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

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

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

Table 150
Other Benefits for New Brunswick Respondents

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

Newfoundland: Hourly Wage and Benefits

Hourly Wage

Table 151
Hourly Wage for Newfoundland Respondents by Work Setting

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

Table 152
Hourly Wage for Newfoundland Respondents by Job Sharing

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

Table 153
Hourly Wage for Newfoundland Respondents by Time at Work

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

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

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

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

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

Table 156
Hourly Wage for Newfoundland Respondents by Employment Position

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

Table 157
Hourly Wage for Newfoundland Respondents by Year of Graduation

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

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

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

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

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

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

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

Table 161
Hourly Wage for Newfoundland Respondents by Age

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

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

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

Benefits

Table 163
Annual License Fee Benefit for Newfoundland Respondents

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

Table 164
Benefits Provided by Source for Newfoundland Respondents

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

¹⁷ usually a lump sum payment

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

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

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

Table 166
Other Benefits for Newfoundland Respondents

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

Nova Scotia: Hourly Wage and Benefits

Hourly Wage

Table 167
Hourly Wage for Nova Scotia Respondents by Work Setting

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

Table 168
Hourly Wage for Nova Scotia Respondents by Job Sharing

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

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

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

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

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

Table 171
Hourly Wage for Nova Scotia Respondents who are employed in the Business Office or as Office Manager by
Formal Education in the Area

Formal Education in Area	Responses		Nova Scotia		All	
	Number	%	Average	Median	Average	Median
Yes	18	22%	\$19.55	\$20.00	\$22.53	\$21.69
No	65	78%	\$20.07	\$19.00	\$23.18	\$22.00

Table 172
Hourly Wage for Nova Scotia Respondents by Employment Position

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

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

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

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

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

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

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

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

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

Table 177
Hourly Wage for Nova Scotia Respondents by Age

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

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

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

Benefits

Table 179
Annual License Fee Benefit for Nova Scotia Respondents

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

Table 180
Benefits Provided by Source for Nova Scotia Respondents

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

¹⁸ usually a lump sum payment

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

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

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

Table 182
Other Benefits for Nova Scotia Respondents

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

Ontario: Hourly Wage and Benefits

Hourly Wage

Table 183
Hourly Wage for Ontario Respondents by Work Setting

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

Table 184
Hourly Wage for Ontario Respondents by Job Sharing

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

Table 185
Hourly Wage for Ontario Respondents by Time at Work

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

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

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

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

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

Table 188
Hourly Wage for Ontario Respondents by Employment Position

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

Table 189
Hourly Wage for Ontario Respondents by Year of Graduation

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

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

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

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

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

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

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

Table 193
Hourly Wage for Ontario Respondents by Age

Age	Responses		Ontario		All	
	Number	%	Average	Median	Average	Median
30 or less	617	22%	\$18.73	\$18.00	\$20.80	\$20.00
30 - 35	403	14%	\$21.23	\$20.75	\$22.63	\$22.00
36 - 40	534	19%	\$21.88	\$21.50	\$23.40	\$23.00
41 - 45	510	18%	\$22.42	\$22.00	\$24.18	\$23.40
46 - 50	373	13%	\$22.91	\$22.00	\$24.60	\$24.00
51 and over	412	14%	\$23.95	\$23.00	\$25.96	\$24.50

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

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

Benefits

Table 195
Annual License Fee Benefit for Ontario Respondents

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

Table 196
Benefits Provided by Source for Ontario Respondents

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

¹⁹ usually a lump sum payment

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

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

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

Table 198
Other Benefits for Ontario Respondents

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



Appendix G

Québec: Hourly Wage and Benefits



Hourly Wage

Table 199
Hourly Wage for Québec Respondents by Work Setting

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

Table 200
Hourly Wage for Québec Respondents by Job Sharing

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

Table 201
Hourly Wage for Québec Respondents by Time at Work

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

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

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

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

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

Table 204
Hourly Wage for Québec Respondents by Employment Position

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

Table 205
Hourly Wage for Québec Respondents by Year of Graduation

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

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

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

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

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

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

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

Table 209
Hourly Wage for Québec Respondents by Age

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

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

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

Benefits

Table 211
Annual License Fee Benefit for Québec Respondents

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

Table 212
Benefits Provided by Source for Québec Respondents

Benefit	Employer		Spousal Policy		Another Source		No Benefit	
	#	%	#	%	#	%	#	%
Chiropractic services								
Québec	5	17%	9	31%	*	*	14	48%
All	947	17%	1860	33%	281	5%	2697	48%
Continuing education								
Québec	14	48%	*	*	*	*	13	45%
All	2547	45%	28	<1%	118	2%	2930	52%
Critical Illness ²⁰								
Québec	6	21%	*	*	6	21%	13	45%
All	825	15%	729	13%	562	10%	3509	63%
Dental benefit for employee								
Québec	15	52%	11	38%	*	*	*	*
All	2570	46%	2349	42%	294	5%	1198	21%
Dental benefit for family								
Québec	7	24%	13	45%	*	*	9	31%
All	2570	46%	2349	42%	294	5%	1198	21%
Disability insurance								
Québec	7	24%	*	*	9	31%	10	34%
All	952	17%	753	13%	703	13%	3271	58%
Life insurance								
Québec	6	21%	10	34%	9	31%	8	28%
All	806	14%	1086	19%	2159	39%	2065	37%
Massage therapy								
Québec	5	17%	10	*	*	7%	11	38%
All	986	18%	1984	35%	287	5%	2527	45%
Medical Services Plan (MSP)								
Québec	6	21%	13	45%	*	*	6	21%
All	899	16%	2038	36%	350	6%	2459	44%
Paid sick leave								
Québec	16	55%	*	*	*	*	11	38%
All	1702	30%	90	2%	169	3%	3619	65%
Personal malpractice insurance								
Québec	*	*	*	*	*	*	21	72%
All	544	10%	39	1%	826	15%	4107	73%
Physiotherapy								
Québec	6	21%	8	28%	*	*	14	48%
All	897	16%	1984	35%	258	5%	2612	47%
Physical Training program								
Québec	*	*	*	*	6	21%	22	76%
All	236	4%	228	4%	119	2%	4888	87%
Professional fees paid								
Québec	5	17%	6	21%	*	*	16	55%
All	794	14%	74	1%	106	2%	4532	81%

²⁰ usually a lump sum payment

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

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

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

Table 214
Other Benefits for Québec Respondents

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



Appendix H

Saskatchewan: Hourly Wage and Benefits

Hourly Wage

Table 215
Hourly Wage for Saskatchewan Respondents by Work Setting

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

Table 216
Hourly Wage for Saskatchewan Respondents by Job Sharing

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

Table 217
Hourly Wage for Saskatchewan Respondents by Time at Work

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

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

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

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

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

Table 220
Hourly Wage for Saskatchewan Respondents by Employment Position

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

Table 221
Hourly Wage for Saskatchewan Respondents by Year of Graduation

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

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

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

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

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

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

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

Table 225
Hourly Wage for Saskatchewan Respondents by Age

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

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

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

Benefits

Table 227
Annual License Fee Benefit for Saskatchewan Respondents

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

Table 228
Benefits Provided by Source for Saskatchewan Respondents

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

²¹ usually a lump sum payment

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

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

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

Table 230
Other Benefits for Saskatchewan Respondents

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



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