THE CANADIAN DENTAL HYGIENISTS ASSOCIATION
L'ASSOCIATION CANADIENNE DES HYGIÉNISTES DENTAIRES

CDHA ACHD

2017 JOB MARKET & EMPLOYMENT SURVEY

FULL REPORT

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Job Market and Employment Survey

Field Dates: May 15, 2017 – June 19, 2017

A report summarizing labour information obtained from a survey completed by dental hygienists across Canada with the support of provincial dental hygiene associations.

A. Executive Summary

A.1. Context

The Canadian Dental Hygienists Association (CDHA) retained Framework Partners Inc. (Framework) to conduct the 2017 Job Market and Employment Survey to better understand key labour force information about the profession from dental hygienists across Canada and to generate national and regional employment data. The survey is conducted every two years.

The response was very strong in all regions of the country, with the exception of the province of Quebec. Overall, 6,315 completed questionnaires were received through a secure website that was promoted via email to CDHA members. The survey was run in May and June 2017, with analysis and reporting completed in August 2017. A prize draw was offered as an incentive to participate.

A.2. Objectives

The 2017 Job Market and Employment Survey findings are based on responses to the questionnaire developed by CDHA, Framework, and the provincial associations. The goal of the research was to gather demographic information as well as data on professional practice, independent practice, and future plans of dental hygienists. Descriptive analyses for these data were consistent with previous Job Market and Employment Surveys conducted in 2013 and 2015. The resultant figures and tables provide useful and insightful compensation and working environment information about the dental hygiene profession across the country.

A.3. Significant Findings

Highlights of the survey findings include the following:

- First reported job setting[1]:
  - Respondents report a median annual salary of $70,000, an 8% increase from the 2015 median annual salary of $65,000.
  - The average hourly rate for respondents' first job setting is $41.69, which is an increase over the average hourly rate for first job settings in 2015 ($41.36) and in 2013 ($40.18).[1] This change represents a 0.93% annual compound increase from 2013 to 2017. This annual increase is behind the average annual rate of inflation from 2013 to 2017 (1.45%), as reported by the Bank of Canada.
  - Respondents with less than one year of experience earn on average $35.08 per hour; those with more than five years of experience earn on average $44.05 or more per hour.
  - Consistent with previous years, Alberta has the highest hourly rate at $53.99 and New Brunswick has the lowest hourly rate at $32.31.
  - 92% of respondents work in a clinical private practice setting.
- Second reported job setting:
  - Respondents report a median annual salary of $37,500.
  - The average hourly rate for the second job setting is $42.56.
- Third reported job setting:
  - Respondents report a median annual salary of $17,900.
  - The average hourly rate for the third job setting is $41.97.
- 72% of respondents work for a single employer, consistent with 2015 (74%) and 2013 (75%).
- 17% of respondents report a desire to be working more hours per week in dental hygiene than they currently are, down from 24% in 2015 and 26% in 2013.
- 82% of respondents are hourly employees, as compared to 78% in 2015 and 77% in 2013.
- Dental hygienists have an approximate unemployment rate of 1.3%, which is well below the current Canadian unemployment rate of 6.5% (as of June 2017).[2]
- 76% of respondents work roughly the same number of hours in an average week as they did two years ago, 16% report an increase in work hours, and 8% report a decrease in average work hours.

[1] *Respondents were able to list their workplaces and employment conditions for up to three jobs the highest number of respondents reported on only a single job.*

[2] *http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/lfss01a-eng.htm*

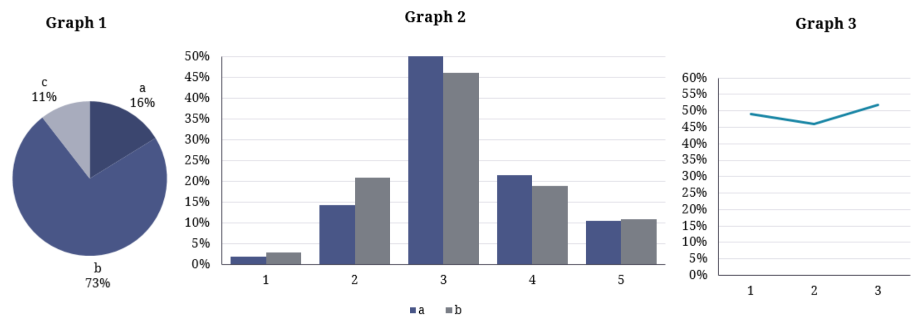
- 17% of respondents report an increase in their hourly rate/annual salary since 2015, as compared to only 4% of respondents who report a decrease in their annual salary or hourly rate in the last two years.
- More than three-quarters of respondents (81%) receive benefits of some sort, up from 75% in 2015.
- The most common benefits among respondents are dental care (54%), paid vacation/holidays (52%), uniform allowance (43%), and professional development (41%).
- More dental hygienists (44%) now have a written contact than did so in 2015 (40%). The reported number of dental hygienists who receive performance reviews has remained constant since 2015 (38% in 2015; 39% in 2017). The provinces in which the highest number of respondents have written contracts are Ontario (54%) and Nova Scotia (41%). In contrast, only 22% of respondents in Saskatchewan have such a contract in place.
- As in 2015, 54% of respondents in 2017 report that provincial restrictions do not inhibit providing the full scope of practice.
- The majority of respondents who collaborate with another professional do so with dentists (82%), denturists (28%), and physicians (26%). Massage therapists (8%) and registered nurses/nurses (7%) are also important health care collaborators for dental hygienists.
- Respondents report being most valued by their clients (91% strongly agree or agree); 61% of respondents report feeling valued by their employer.
- 6% of dental hygienists report owning an independent practice, as compared to 3% in 2015.
- The most frequently reported work-related pain is in the neck (67%), followed by shoulders (65%) and the lower back (49%).
- 28% of respondents have no work-related medical issues. The most frequently reported work-related medical issues are back and neck injuries (42% each). In 75% of these cases, the work-related medical injury or issue has affected the respondent's ability to work.
- Only 5% of respondents are planning to leave the profession within the next two years.
- 85% of respondents planning to practise for two or more additional years are interested in working in a clinical practice within a dental office.
- 72% of respondents think their local economy will remain the same over the next year.

- Dental hygienists in British Columbia, Ontario, and Alberta are most optimistic about improvements in their province’s economy (34%, 26%, and 20%, respectively, chose either greatly improve or improve). Dental hygienists in Newfoundland are least optimistic about their province’s economic outlook (5%).

B. Introduction

This report presents the results of the 2017 CDHA Job Market and Employment Survey. In addition, Framework provides cross-tabulations that identify significant differences across key demographic segments as well as a longitudinal analysis to compare the 2017 findings to earlier surveys where applicable.

- Please note that decimal points of percent frequencies are kept to a minimum and shown only when necessary to illustrate very small differences. Hence, in some cases the total percentages may not add up to exactly 100%, due to slight rounding differences.
- Descriptive statistics consist of frequency histograms and pie charts to illustrate differences in categories.



- Brief descriptive comments are included for each type of analysis.
- In order to produce more accurate and informative results, slight changes were made to this year's questionnaire. These changes were primarily made to provide the respondents with a more fulsome set of options to choose from on specific questions. These changes, while effective, produce results that are not always comparable to the results of previous surveys. Readers are cautioned to examine the values for each question before drawing interperiod comparisons.
- Due to the small number of respondents in the Yukon, Northwest Territories, and Nunavut, specific information is not reported, and readers are cautioned that certain information is reported from a significantly small sample size.
- The full-time median salaries included in the demographic profile tables are amalgamated across all three job settings.

C. Findings

C.1. Demographic Profile

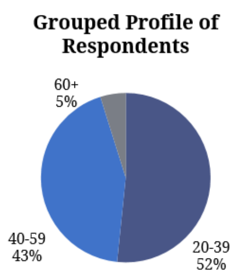
All respondents populate this section

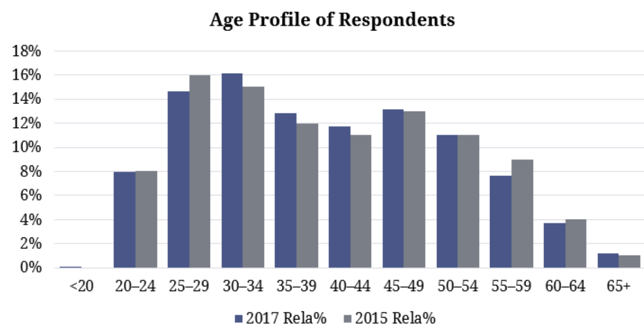
1. Age

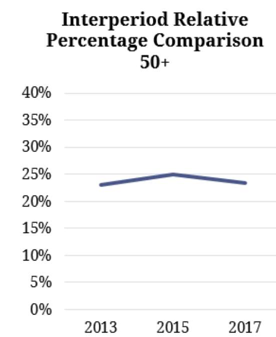
For classification purposes, please tell us your year of birth.

	2017 RESULTS					Interperiod Comparison		
	Age	Count	Rela %	Rank	Full Time Median Salary	Δ from 2015	2015 Rela%	2013* Rela%
1	<20	4	-	11	-	-	-	-
2	20–24	490	**8%**	7	$75,000	-	8%	8%
3	25–29	899	**15%**	2	$68,500	-1%	16%	18%
4	30–34	989	**16%**	1	$65,000	1%	15%	16%
5	35–39	790	**13%**	4	$60,000	1%	12%	10%
6	40–44	720	**12%**	5	$72,000	1%	11%	13%
7	45–49	807	**13%**	3	$75,000	-	13%	13%
8	50–54	676	**11%**	6	$72,801	-	11%	11%
9	55–59	468	**8%**	8	$75,000	-1%	9%	8%
10	60–64	226	**4%**	9	$78,000	-	4%	3%
11	65+	71	**1%**	10	$55,500	-	1%	1%
	No Response	175						
TOTAL		**6,315**	**100%**					

Selected Key Statistics	
	2017
Central Tendency	
Mean	40
Median	39
Dispersion	
Standard Deviation	12







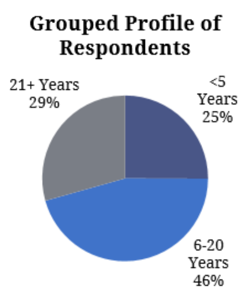
Survey respondents are primarily drawn from the 25–34 age bracket (31%), with strong representation also from the 35–44 and 45–54 age brackets (25% and 24%, respectively).

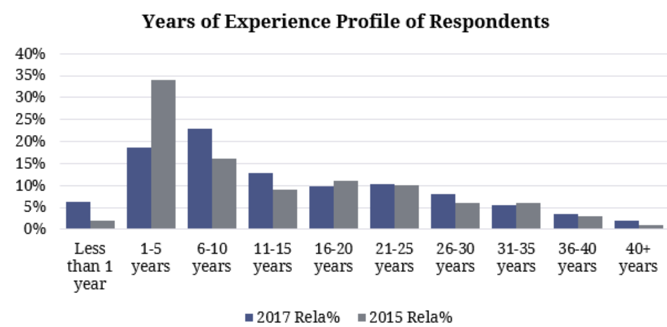
The findings are similar in pattern to those from the 2015 survey, though respondents in the younger age brackets (i.e., less than 30) now represent 23% of respondents, as compared to 24% in 2015.

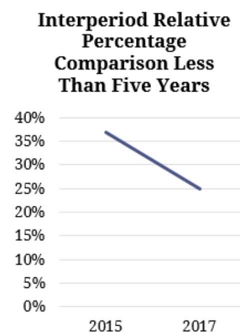
2. Years of Experience

For how many years have you practised in dental hygiene?

	2017 RESULTS					Interperiod Comparison	
	Years of Experience	**Count**	**Rela %**	**Rank**	**Median Salary**	**Δ from 2015**	**2015 Rela%**
1	Currently a dental hygiene student	10	-	11	-	-	-
2	Less than 1 year	386	**6%**	7	$49,540	4%	2%
3	1-5 years	1,149	**19%**	2	$49,500	-15%	34%
4	6-10 years	1,413	**23%**	1	$60,500	7%	16%
5	11-15 years	781	**13%**	3	$70,000	4%	9%
6	16-20 years	600	**10%**	5	$70,000	-1%	11%
7	21-25 years	630	**10%**	4	$79,000	-	10%
8	26-30 years	488	**8%**	6	$80,000	2%	6%
9	31-35 years	341	**6%**	8	$68,000	-	6%
10	36-40 years	218	**4%**	9	$80,000	1%	3%
11	40+ years	122	**2%**	10	$86,000	1%	1%
	NA/NR	177					
TOTAL		**6,315**	**100%**				







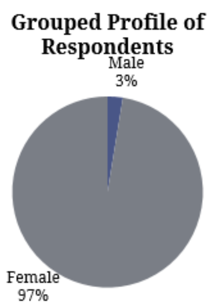
Twenty-nine (29%) of respondents have more than 20 years of experience; those with five or fewer years of experience make up one quarter of the respondents (25%).

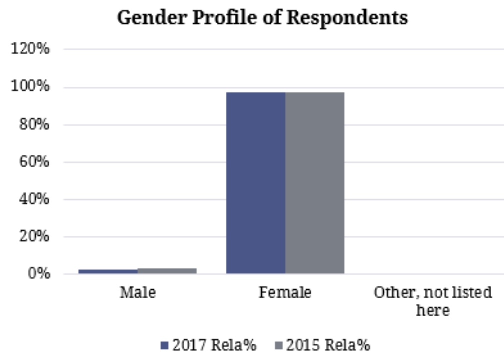
Several comments suggest that there is an oversaturation of new dental hygiene graduates in the job market. If people delay their age of retirement, there are fewer job opportunities for new graduates, creating generational employment competition.

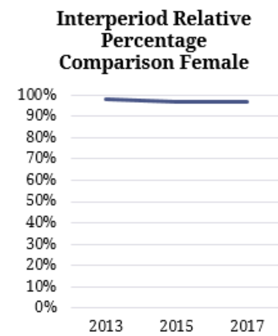
3. Gender

Please indicate your gender.

2017 RESULTS					Interperiod Comparison		
Gender	Count	Rela %	Rank	Median Salary	∆ from 2015	2015 Rela%	2013 Rela%
1 Male	157	**3%**	2	$85,000	-	3%	2%
2 Female	5,935	**97%**	1	$70,000	-	97%	98%
3 Other, not listed here	3			NA			
NA/NR	220						
TOTAL	**6,315**	**100%**					







Matching the profile of the profession overall, the clear majority of respondents are female, with only 3% of those surveyed being male dental hygienists. These findings are primarily unchanged from 2015 and 2013 when 3% and 2%, respectively, of respondents were male.

While these data should be treated with caution due to the statistically low number of male respondents, there is a clear difference between what male respondents earn ($85,000) compared to female respondents ($70,000).

These results align with those from Statistics Canada's 2011 National Household Survey (NHS), in which 97% of the employed dental hygienists and dental therapists were female. This gender breakdown is very different from that across all occupations, as captured by the NHS, where 52% were male and 48% were female. [3]

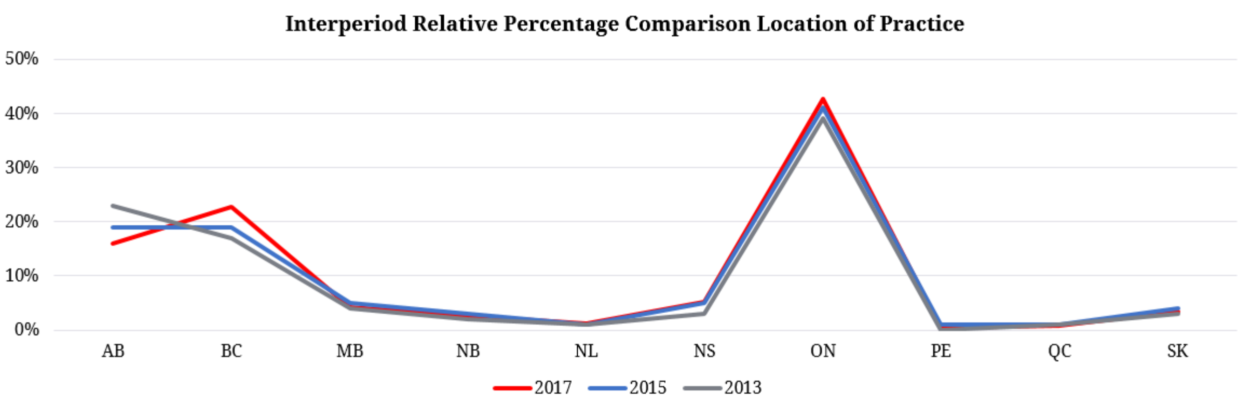
[3] *http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labor10a-eng.htm (all occupations); http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/Rp-eng.cfm?APATH=3&DETAIL=0&DIM=0&FL=A&FREE=0&GC=0&GID=0&GK=0&GRP=0&LANG=E&PID=106327&PRID=0&PTYPE=105277&S=0&SHOWALL=0&SUB=0&THEME=96&Temporal=2013&VID=0&VNAMEE=&VNAMEF= (Dental hygienists, calculated)*

4. Province

In which province or territory do you do the majority of your work in the field of dental hygiene?

2017 RESULTS						Interperiod Comparison		
	Province / Territory	Count	Rela %	Rank	Median Salary	Δ from 2015	2015 Rela%	2013 Rela%
1	Alberta	983	16%	1	$85,000	-3%	19%	23%
2	British Columbia	1,397	23%	2	$80,000	4%	19%	17%
3	Manitoba	260	4%	3	$75,000	-1%	5%	4%
4	New Brunswick	157	3%	4	$50,000	-	3%	2%
5	Newfoundland & Labrador	74	1%	5	$60,000	-	1%	1%
6	Nova Scotia	315	5%	7	$58,000	-	5%	3%
7	Ontario	2,627	43%	8	$70,000	2%	41%	39%
8	Prince Edward Island	33	1%	9	$63,000	-	1%	0%
9	Quebec	49	1%	10	$76,500	-	1%	1%
10	Saskatchewan	211	3%	11	$75,500	-1%	4%	3%
11	All Others, including territories	48	1%	13	NA	-	-	-
	No Response	161						
TOTAL		6,315	100%					

**Readers are cautioned about small sample size*



The response rate of dental hygienists from Ontario and British Columbia was very strong, with 2,627 and 1,397 completed questionnaires, respectively. The number of responses from other provinces was lower, though in keeping with their share of the total Canadian population with the exception of Quebec. The response rate from Alberta, British Columbia, and Nova Scotia was somewhat higher than expected, given their share of the Canadian population.

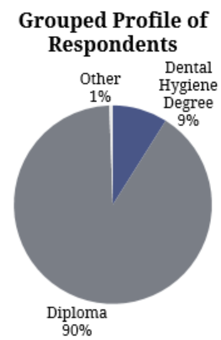
The overall pattern of responses is quite similar from previous years, with the exception of British Columbia where 2017 saw slightly more responses, and Alberta, where 2017 saw slightly fewer.

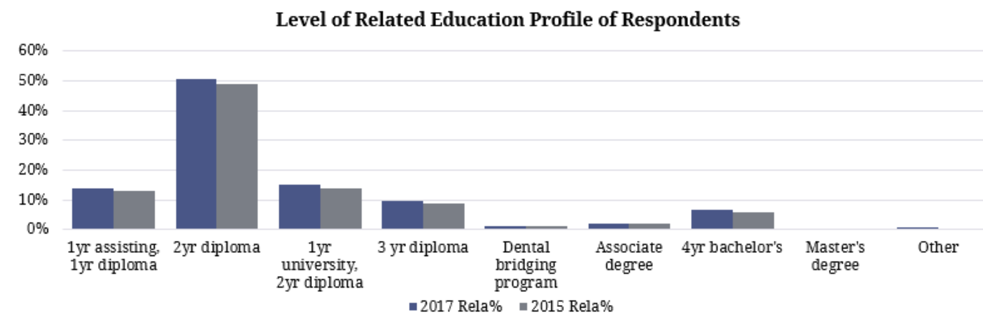
Alberta and British Columbia had the highest median salaries at $85,000 and $80,000, respectively. New Brunswick had the overall lowest median salary at $50,000, however low sample size may have skewed this number.

5. Dental Hygiene Education

What is the highest level of dental hygiene education you have completed?

	2017 RESULTS					Interperiod Comparison		
	Level of Related Education	Count	Rela %	Rank	Median Salary	Δ from 2015	2015 Rela%	2013 Rela%
1	1yr dental assisting, 1yr dental hygiene diploma	824	14%	3	$66,000	1%	13%	34%
2	2yr dental hygiene diploma	2,970	51%	1	$70,494	2%	49%	94%
3	1yr university transfer, 2yr dental hygiene diploma	883	15%	2	$72,000	1%	14%	6%
4	3 yr dental hygiene diploma	554	9%	4	$70,000	-	9%	7%
5	Dental therapy & dental hygiene bridging program	61	1%	7	$89,500	-	1%	-
6	Associate degree US/Int'l	120	2%	6	$60,500	-	2%	13%
7	4yr bachelor's degree: dental hygiene	404	7%	5	$62,500	1%	6%	2%
8	Master's degree: dental hygiene	15	-	9	NA	-	-	-
9	Other	34	1%	8	NA	-	-	-
	NA/NR	450						
TOTAL		6,315	100%					





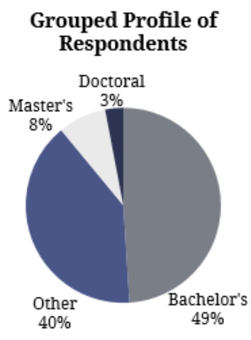
This and the following question have been changed from 2015 onwards to separate dental hygiene specific education from general education. Furthermore, the dental hygiene specific education has slightly different and additional options from previous years. One- and two-year diplomas are now identified separately, with one-year dental assisting and one-year university transfer added, respectively, to each option; dental therapy and dental hygiene bridging program, and associate degree—US or international options have also been added. These changes in category specifications and options hinder inter-period comparability.

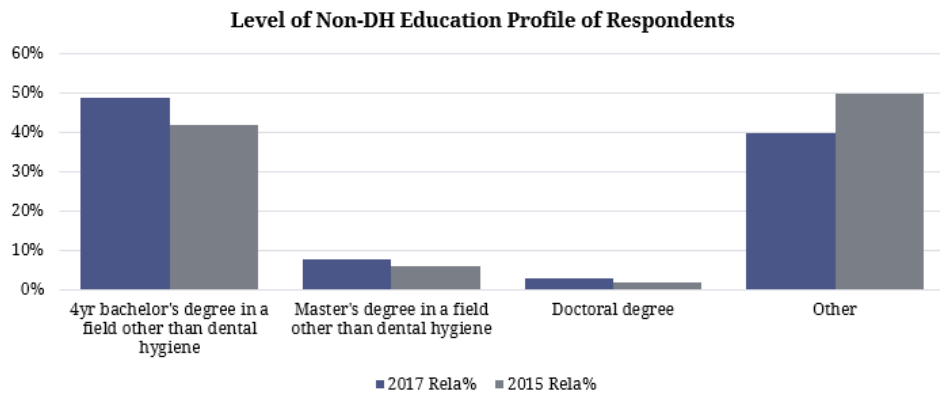
The detailed options demonstrate that the slight majority of respondents have a two-year dental hygiene diploma (51%); the second most common academic credential is a one-year university transfer course plus a two-year dental hygiene diploma (15%). In 2013, one-, two-, and three-year diplomas were combined into one option and represented 94% of the participants.

6. Non-Dental Hygiene Education

What is the highest credential you have earned in fields other than dental hygiene?

2017 RESULTS						Interperiod Comparison		
Non DH Education	Count	Rela %	Rank	Median Salary		∆ from 2015	2015 Rela%	2013 Rela%
1 4yr bachelor's degree in a field other than dental hygiene	918	**49%**	1	$68,900		7%	42%	13%
2 Master's degree in a field other than dental hygiene	145	**8%**	3	$57,000		2%	6%	2%
3 Doctoral degree	59	**3%**	4	$47,000		1%	2%	-
4 Other	734	**40%**	2	$67,000		-10%	50%	-
NA/NR	4,459							
TOTAL	**6,315**	**100%**						





Of those respondents who have obtained credentials in fields other than dental hygiene, 49% state that they have a bachelor's degree from another discipline, while 11% have an unrelated credential at a master's level or higher.

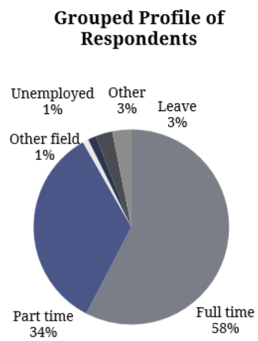
C.2. Professional Practice

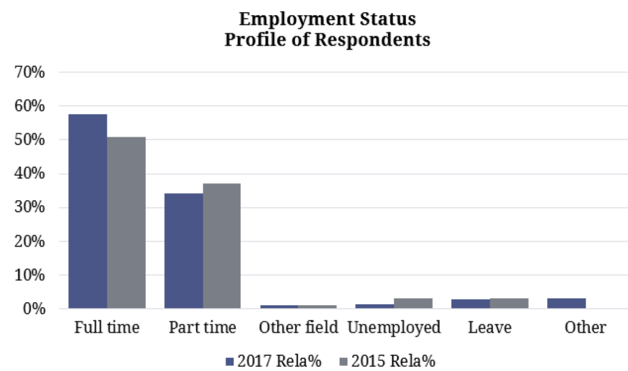
All respondents populate this section

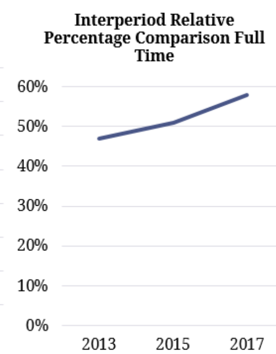
7. Employment Status

Which statement best describes your current employment status?

2017 RESULTS					Interperiod Comparison		
	Employment Status	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	I work full time in dental hygiene	3,502	**58%**	1	7%	51%	47%
2	I work part time in dental hygiene	2,073	**34%**	2	-3%	37%	41%
3	I am currently employed in a field other than dental hygiene	59	**1%**	5	-	1%	4%
4	I am currently unemployed	80	**1%**	4	-2%	3%	5%
5	I am currently on leave	171	**3%**	3	-	3%	2%
6	Other	191	**3%**				
	NA/NR	239					
TOTAL		**6,315**	**100%**		**Question modified from previous years*		







The majority of respondents work full time in dental hygiene (58%). Though the 2015 and 2013 surveys are not fully comparable as a new category has now been added, there is stability in the percentage of respondents who report working full time (51% in 2015 and 47% in 2013).

The province that employs the highest percentage of full-time employees is Prince Edward Island (81%), followed by Nova Scotia (78%). In contrast, Manitoba and Ontario each have 55% of workers in a full-time position.

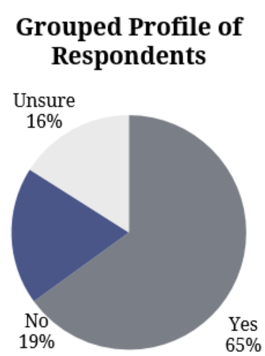
On average, those in the 25–39 age bracket saw 33% more respondents working full time than part time. In contrast, respondents aged 60+ are more likely to work part time.

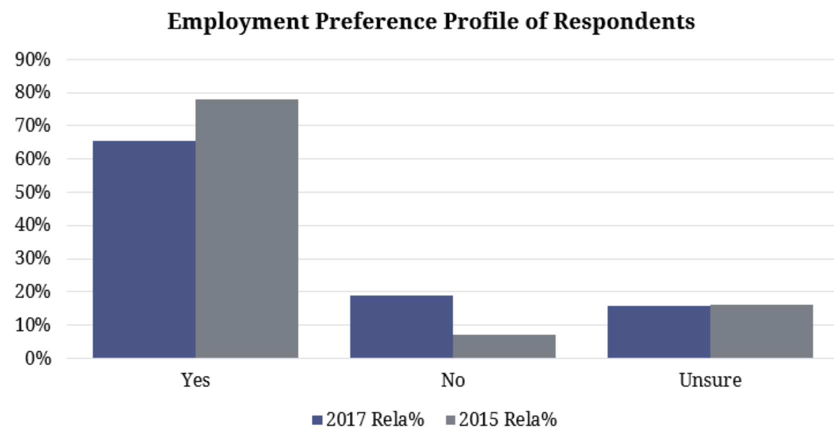
8. Employment Preference

Would you prefer to be employed in dental hygiene?

Only asked of those who answered, “I am currently unemployed” or “I am currently employed in a field other than dental hygiene” to the question “Which statement best describes your current employment status?”

2017 RESULTS					Interperiod Comparison		
	Employment Preference	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	Yes	87	**65%**	1	-13%	78%	74%
2	No	25	**19%**	2	12%	7%	14%
3	Unsure	21	**16%**	3	-	16%	12%
	NA/NR	6					
TOTAL		**139**	**100%**				





The majority (65%) of those currently unemployed or working in another field would prefer employment within the profession of dental hygiene. This number is lower than the 2015 level of 78% and the 2013 level of 74%.

An estimate of the unemployment rate among respondents in 2017 can be calculated based on the fact that 80 respondents are unemployed and would rather be working in dental hygiene. Since a total of 6,315 respondents completed the employment status question, an approximate unemployment rate for *dental hygienists* is 1.3%, well below the current Canadian unemployment rate (6.5% as of June 2017[4]). This calculation does not take into account, however, that those who found no employment in dental hygiene may not have renewed their CDHA membership and are under-represented in the sample.

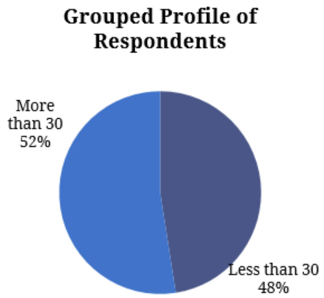
[4] *http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/lfss01a-eng.htm*

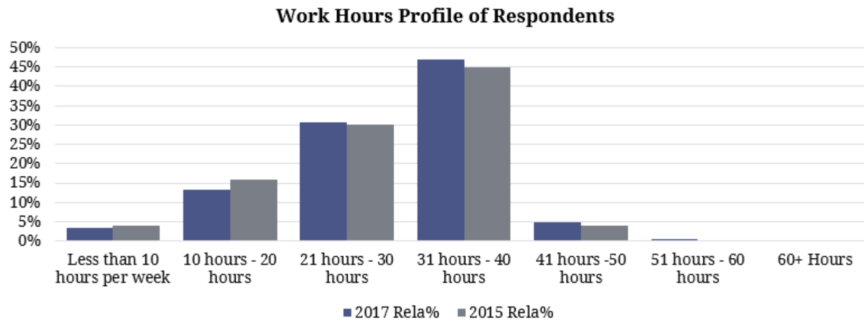
9. Work Hours per Week

Please indicate how many hours, in an average week, you work in the practice of dental hygiene?

	2017 RESULTS				Interperiod Comparison	
	Work Hours	**Count**	**Rela %**	**Rank**	**∆ from 2015**	**2015 Rela%**
1	Less than 10 hours per week	205	**4%**	5	-	4%
2	10 hours - 20 hours	775	**13%**	3	-3%	16%
3	21 hours - 30 hours	1,787	**31%**	2	1%	30%
4	31 hours - 40 hours	2,745	**47%**	1	2%	45%
5	41 hours -50 hours	280	**5%**	4	1%	4%
6	51 hours - 60 hours	30	**1%**	6	-	-
7	60+ Hours	17	-	7	-	-
	No Response	476				
TOTAL		**6,315**	**100%**			

Selected Key Statistics	
	2017
Central Tendency	
Mean	32
Median	30
Dispersion	
Standard Deviation	10





This question was added to the survey in 2015, and it allows a deeper understanding of the number of hours worked by respondents. Interestingly, 48% of respondents work 30 hours or less per week; 47% of respondents work 31–40 hours per week, with the median for all respondents being 30 hours per week.

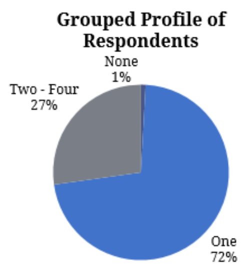
The provinces with the most respondents who work less than 30 hours/week are Ontario (52%) and Alberta (50%). The provinces with the fewest respondents who work less than 30 hours/week are New Brunswick (28%) and Prince Edward Island (24%).

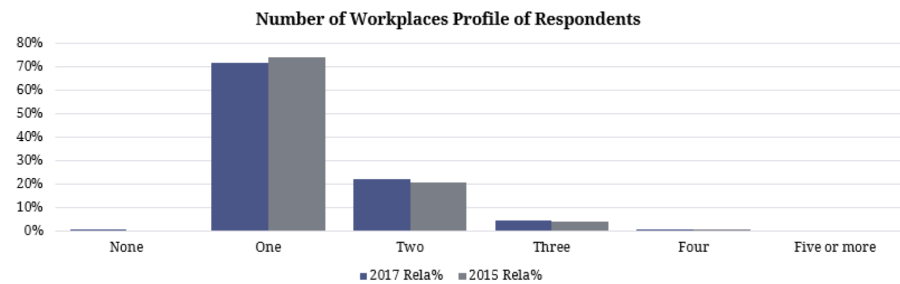
10. Number of Workplaces

In how many workplaces do you practise dental hygiene in an average week? If more than one, please indicate the total number of workplaces where you currently work in an average week.

2017 RESULTS				Interperiod Comparison		
Number of Workplaces	**Count**	**Rela %**	**Rank**	**Δ from 2015**	**2015 Rela%**	**2013 Rela%**
1 None	49	**1%**	4	-	-	
2 One	4,164	**72%**	1	-2%	74%	75%
3 Two	1,280	**22%**	2	1%	21%	
4 Three	258	**4%**	3	-	4%	25%
5 Four	38	**1%**	5	-	1%	
6 Five or more	19	-	6	-	-	
NA/NR	507					
TOTAL	**6,315**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	2
Median	2
Dispersion	
Standard Deviation	0.81





A majority of respondents who are employed in dental hygiene (72%) currently work for a single employer, as compared to 27% who work for more than one employer. The percentage of respondents who work for a single employer is relatively unchanged from previous years (74% in 2015, 75% in 2013).

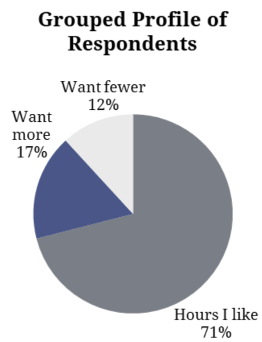
The second highest percentage of respondents work in two locations (22%), meaning that 94% of all respondents work at either one or two workplaces per week.

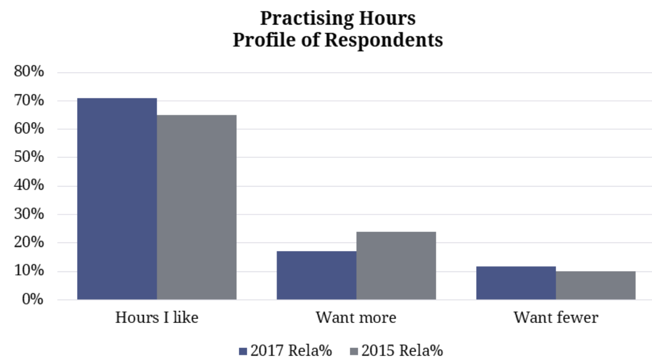
Respondents in the 20–29 age bracket are most likely to work for more than one employer.

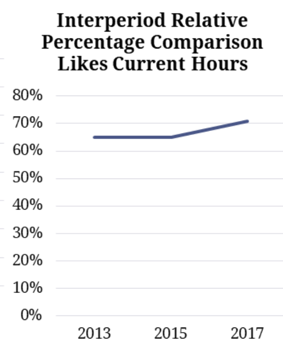
11. Underemployment

How does the number of hours in dental hygiene that you are currently practising compare to the number of hours that you would prefer to be practising?

	2017 RESULTS				Interperiod Comparison		
	Practising Hours	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013 Rela%
1	I am practising dental hygiene for as many hours as I would like.	4,051	**71%**	1	6%	65%	65%
2	I would prefer to be practising dental hygiene more hours each week.	980	**17%**	2	-7%	24%	26%
3	I would prefer to be practising dental hygiene fewer hours each week.	674	**12%**	3	2%	10%	7%
	NA/NR	610					
TOTAL		**6,315**	**100%**				







There is a steady increase in the percentage of respondents who report working as many hours as they would like, from the younger demographics to older. Those provinces with the highest percentage of respondents who are practising the number of hours they would like are Saskatchewan (82%) and New Brunswick (80%). Those provinces with the highest percentage of respondents who would prefer to be practicing more hours per week are Ontario (24%) and Quebec (20%).

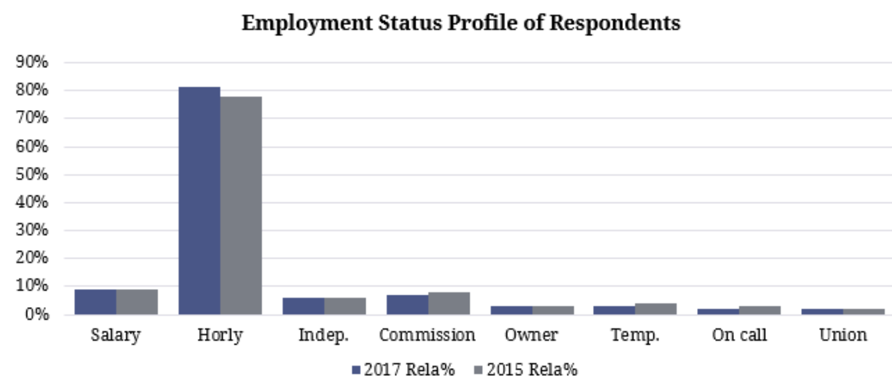
Thirty-nine percent (39%) of respondents aged 20–24 would prefer to be practising more hours. The 60–64 age bracket is the most satisfied with the number of hours they currently work (82%).

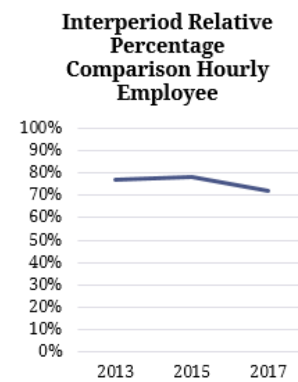
12. Employment Status Description

Which of the following describes your employment status? (Please check all that apply)

	2017 RESULTS				Interperiod Comparison		
	Employment Status	**Count**	**Rela %**	**Rank**	**Δ from 2015**	**2015 Rela%**	**2013* Rela%**
1	An salaried employee	504	**9%**	2	-	9%	10%
2	An hourly employee	4,672	**82%**	1	4%	78%	77%
3	An independent contractor earning an hourly or daily wage	350	**6%**	4	-	6%	6%
4	A commission-based contractor	404	**7%**	3	-1%	8%	7%
5	An owner of a dental hygiene practice	177	**3%**	6	-	3%	3%
6	A temporary employee	180	**3%**	5	-1%	4%	-
7	On call	124	**2%**	7	-1%	3%	5%
8	A member of a union	122	**2%**	8	-	2%	5%
	NA/NR	585					
TOTAL		**6,315**			**Question modified from previous years*		

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.





At 82%, hourly employees constitute the majority of respondents to the survey. Salaried employees represent a relatively small percentage of respondents (9%). Six percent (6%) of respondents own an independent dental hygiene practice. After rising steadily from 2013 (77%) and 2015 (78%), the percentage of hourly employees took a 4% jump in 2017.

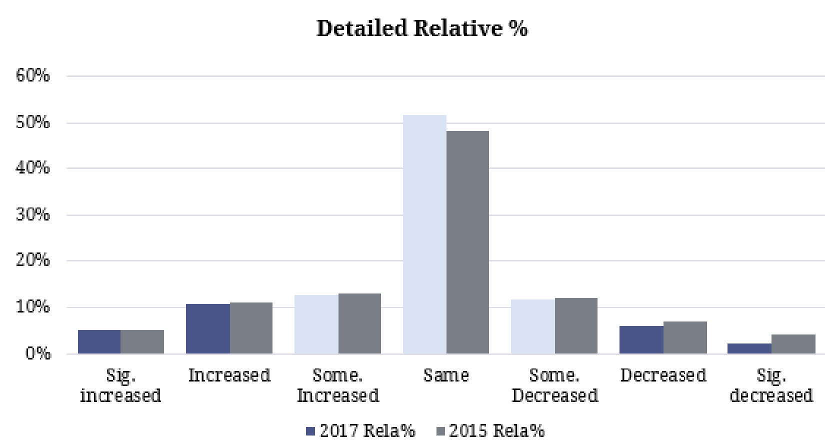
The highest relative percentage of salaried employees is in Quebec (33%). The highest relative percentages of hourly employees are in Prince Edward Island (97%), British Columbia (91%), and Saskatchewan (86%).

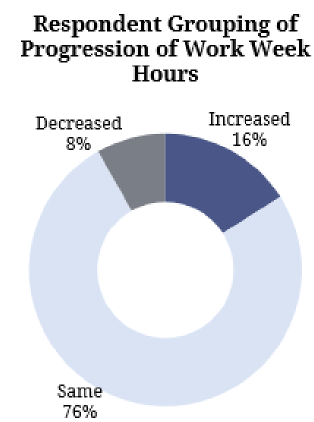
Respondents in the 25–29 age bracket are more likely to be paid on an hourly basis, while respondents in the 50+ age bracket are most likely to be salaried employees.

13. Changing Workload

Thinking back over the last two years, which of the following best describes the progression of the number of hours you work in an average week? Would you say that the number of hours you work in an average week has…

Summary		2017			2015		2013
	Progression of Work Week Hours	**Count**	**Rela %**	**Rank**	**∆ from 2015**	**2015 Rela%**	**2013* Rela%**
1	Significantly increased	288	**5%**	6	-	5%	
2	Increased	610	**11%**	4	-	11%	26%
3	Somewhat Increased	708	**13%**	2	-	13%	
4	Stayed the Same	2,894	**51%**	1	3%	48%	50%
5	Somewhat Decreased	658	**12%**	3	-	12%	
6	Decreased	333	**6%**	5	-1%	7%	24%
7	Significantly Decreased	129	**2%**	7	-2%	4%	
	NA/NR	695					
TOTAL		**6,315**	**100%**		**Historically, a 3-point scale was used*		





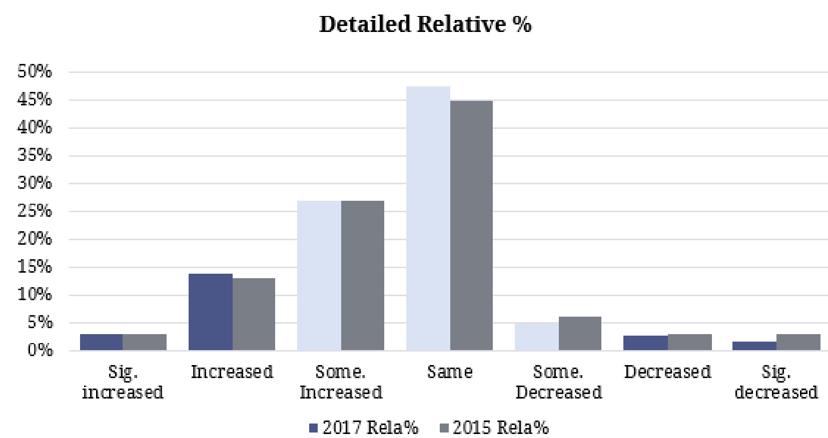
The question was modified from 2013 and starting in 2015 uses a seven-point Likert scale, which has been proven to provide a good balance between options and level of accuracy. Therefore, the responses to this question are not directly comparable to those from 2013. Seventy-six percent (76%) of respondents continue to work essentially the same number of hours per week. Of the remaining participants, 16% report an increase in work hours and 8% report a decrease.

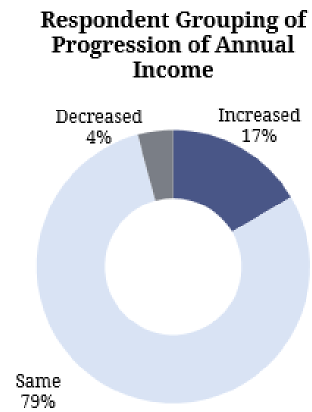
Respondents in Alberta and Manitoba saw the greatest decrease in average work week hours in 2017 (both 10%); Quebec saw the greatest increase in average work week hours (25%).

14. Pay Rate Changes

Which statement below best describes the hourly rate or annual salary you have received for your work in dental hygiene over the last two years? Would you say that your annual income has…

Summary	2017			2015		2013
Annual income	**Count**	**Rela %**	**Rank**	**Δ from 2015**	**2015 Rela%**	**2013* Rela%**
1 Significantly increased	160	**3%**	5	-	3%	40%
2 Increased	764	**14%**	3	1%	13%	
3 Somewhat Increased	1,510	**27%**	2	-	27%	
4 Stayed the Same	2,661	**48%**	1	3%	45%	48%
5 Somewhat Decreased	264	**5%**	4	-1%	6%	12%
6 Decreased	146	**3%**	6	-	3%	
7 Significantly Decreased	89	**2%**	7	-1%	3%	
NA/NR	721					
TOTAL	**6,315**	**100%**		**Historically, a 3-point scale was used*		





This question was also modified from previous years in order to accommodate a seven-point Likert scale. Seventy-nine percent (79%) of respondents continue to earn essentially the same hourly rate or annual salary. Seventeen percent (17%) of respondents report an increase in annual income and 4% of respondents report a decrease in annual income.

Quebec and Saskatchewan both had annual income increases in 2017 (24% and 21%, respectively).

Respondents in the 20–34 age bracket report the greatest increase in salary. Those in the 60+ age bracket reports the greatest decrease.

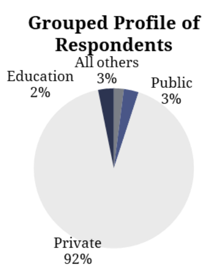
15. First Practice Setting

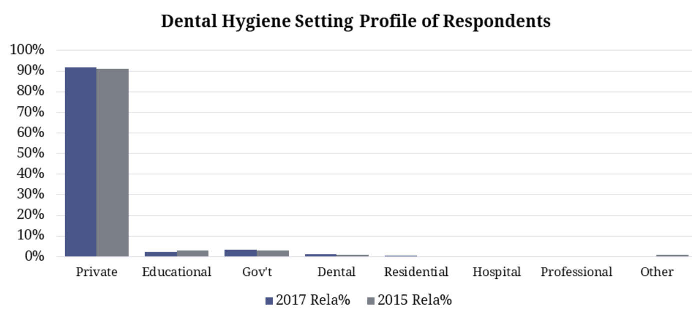
Please indicate (a) the dental hygiene setting in which you work, (b) the type of dental practice involved, (c) the hourly or annual salary you receive, and (d) the commission rate (if any) you receive.

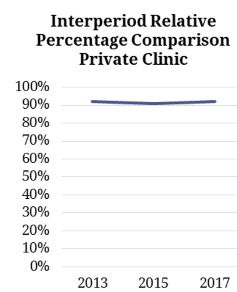
If a respondent works in more than one practice setting, he or she can enter the information for up to three separate positions. If a respondent currently works in more than three practice settings, he or she is asked to list the three that comprise the majority of his or her work hours.

a. Dental Hygiene Setting

2017 RESULTS					Interperiod Comparison		
	Dental Hygiene Setting	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	Private clinic (dental and/or dental hygiene)	5,272	92%	1	1%	91%	92%
2	Educational institution	140	2%	3	-1%	3%	2%
3	Government, military, community and/or public health setting	186	3%	2	-	3%	3%
4	Dental industry	59	1%	4	-	1%	-
5	Residential care/Long-term care	30	1%	5	1%	-	-
6	Hospitals/agencies other than residential care facilities	11	-	8	-	-	-
7	Professional association/Regulatory organizations	15	-	7	-	-	-
8	Other (Please specify)	28	-	6	-1%	1%	1%
	NA/NR	574					
TOTAL		6,315	100%				







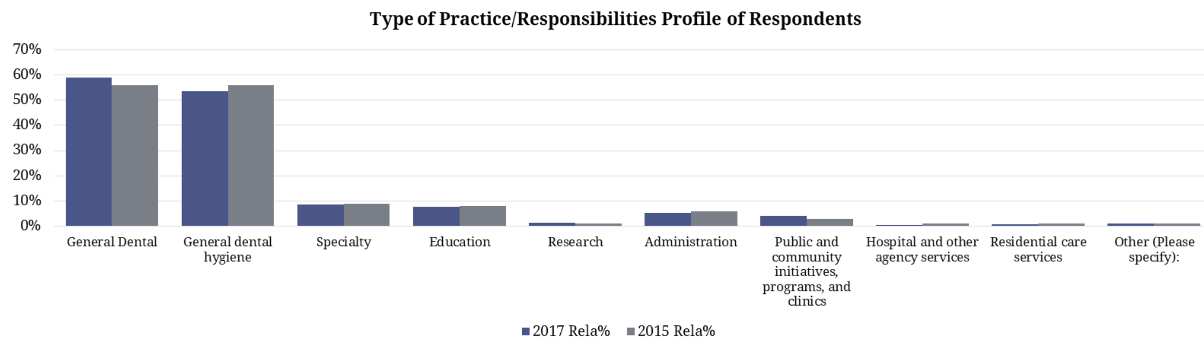
The primary dental hygiene setting for the first practice setting is a private clinic (92%), followed by a public health setting (3%) and an educational institution (2%). This result is consistent with the 2015 data, which showed that 91% of respondents worked in a private clinic.

Quebec has the highest percentage of respondents who work outside of a private practice, with 16% working in an educational setting.

b. Practice Type

2017 RESULTS					Interperiod Comparison		
	Type of Practice/Responsibilities	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	General Dental	3,389	**59%**	1	3%	56%	92%
2	General dental hygiene	3,086	**54%**	2	-2%	56%	2%
3	Specialty	491	**9%**	3	-	9%	3%
4	Education	440	**8%**	4	-	8%	-
5	Research	78	**1%**	7	-	1%	-
6	Administration	304	**5%**	5	-1%	6%	-
7	Public and community initiatives, programs, and clinics	237	**4%**	6	1%	3%	-
8	Hospital and other agency services	39	**1%**	10	-	1%	1%
9	Residential care services	57	**1%**	9	-	1%	
10	Other (Please specify):	72	**1%**	8	-	1%	
	NA/NR	556					
TOTAL		**6,315**					

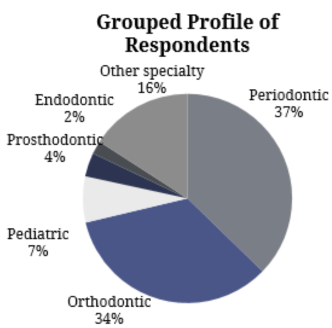
*Please interpret responses with caution. The respondents may have been confused by the distinction between general dental and general dental hygiene practice. *Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.*

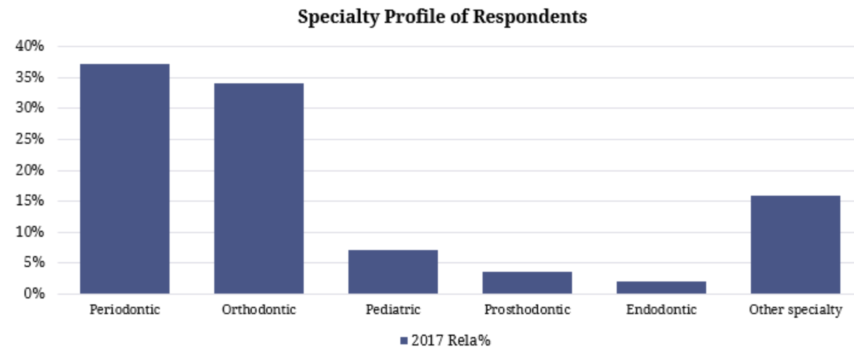


The above question invites respondents to "please check all that apply," which is consistent with 2015, but a departure from the 2013 survey in which the options were discrete. Overall, 2017 and 2015 see a very similar spread, with 59% and 56% of respondents working in a general dental practice, respectively.

c. Specialty

2017 RESULTS					Interperiod Comparison		
	Specialty	Count	Rela %	Rank	Δ from 2015	2015* Rela%	2013* Rela%
1	Periodontic	183	**37%**	1	5%	32%	-
2	Orthodontic	167	**34%**	2	1%	33%	-
3	Pediatric	35	**7%**	4	-	-	-
4	Prosthodontic	18	**4%**	5	1%	6%	-
5	Endodontic	10	**2%**	6	-	-	-
6	Other specialty	78	**16%**	3	-	-	-
	NA/NR	0					
TOTAL		**491**	**100%**		**Question modified from previous years*		



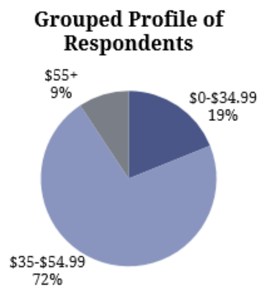


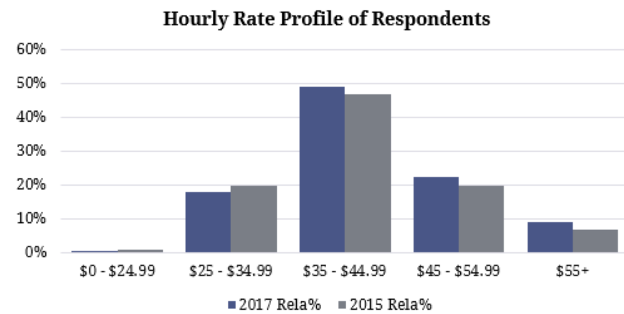
In 2013, these data were captured by the previous question; in 2015, a separate question was developed and presented only to those who selected the "specialty" option. This change was continued in 2017. The majority of respondents report working in periodontics (37%) and orthodontics (34%) specialty practices.

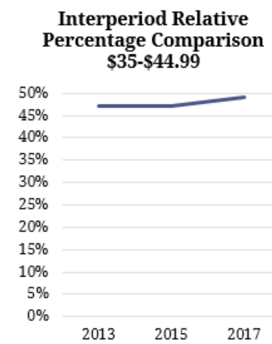
d. Hourly Rate

	2017 RESULTS				Interperiod Comparison		
	Hourly Rate	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	$0 - $24.99	33	**1%**	5	-	1%	2%
2	$25 - $34.99	884	**18%**	3	-2%	20%	24%
3	$35 - $44.99	2,383	**49%**	1	2%	47%	47%
4	$45 - $54.99	1,102	**23%**	2	3%	20%	20%
5	$55+	451	**9%**	4	2%	7%	7%
	NA/NR	84					
TOTAL		**4,937**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$ 41.69
Median	$ 41
Dispersion	
Standard Deviation	$ 8.61





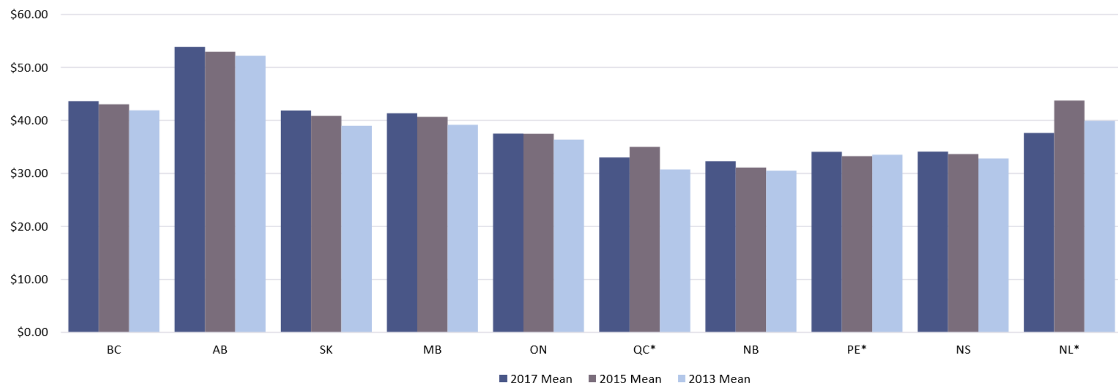


The average hourly rate for respondents' first job setting is $41.69. The average hourly rate was $41.36 in 2015 and $40.18 in 2013, which represents a 0.93% annual compound increase (2017 versus 2013). This annual increase is slightly behind of the average annual rate of inflation from 2013 to 2017 (1.45%), as reported by the Bank of Canada.[5] The average reported hourly rates went up in most provinces between 2015 and 2017. Readers are cautioned that answers that were greater than two standard deviations from the mean were excluded from the data to create a more accurate summary.

		BC	AB	SK	MB	ON	QC	NB	PE	NS	NL
	Hourly Rate ($)	n=1245	n=783	n=175	n=206	n=2,070	n=34	n=115	n=30	n=246	n=19
1	2017	43.71	53.99	41.82	41.65	37.54	32.90	32.31	34.23	34.10	37.10
2	2015	43.05	52.95	40.88	40.67	37.48	35.01	31.10	33.26	33.66	43.75
3	2013	41.90	52.23	39.01	39.18	36.38	30.75	30.52	33.54	32.84	39.91

**Readers are cautioned about small sample sizes*

[5] *http://www.bankofcanada.ca/rates/related/inflation-calculator/*



The hourly wage increases with years of experience, with the exception of a slight dip in earnings for those respondents with 26–30 years of experience, which is consistent with 2015 data. Respondents with less than one year of experience earn $35.08 per hour on average; those with more than five years of experience earn $44.05 per hour on average.

	Less than 1 year		1 - 5 years		6 - 10 year		11 - 15 years		16 - 20 years		21 - 25 years		26 - 30 years		31 - 35 years		36 - 40 years		40+ years		NA/NR		Totals
Response	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 $0 - $24.99	2	1%	13	1%	10	1%	3	0%	2	0%	1	0%	1	0%	1	0%	0	0%	0	0%	0	0%	33
2 $25 - $34.99	148	49%	308	32%	191	16%	72	11%	52	11%	49	10%	33	9%	19	8%	11	7%	1	1%	0	0%	884
3 $35 - $44.99	129	42%	461	48%	623	54%	350	55%	224	48%	209	43%	174	48%	108	45%	72	47%	33	40%	0	0%	2,383
4 $45 - $54.99	23	8%	152	16%	229	20%	141	22%	130	28%	157	33%	108	30%	77	32%	51	33%	34	41%	0	0%	1,102
5 $55+	2	1%	29	3%	111	10%	75	12%	55	12%	66	14%	44	12%	33	14%	20	13%	15	18%	1	100%	451
NA/NR	82		186		249		140		137		148		128		103		64		39		186		84
Total	**386**	**100%**	**1,149**	**100%**	**1,413**	**100%**	**781**	**100%**	**600**	**100%**	**630**	**100%**	**488**	**100%**	**341**	**100%**	**218**	**100%**	**122**	**100%**	**187**	**100%**	**4,937**
Average	**$35.08**		**$38.28**		**$41.83**		**$42.68**		**$43.47**		**$44.39**		**$43.74**		**$44.82**		**$44.80**		**$46.70**				**$41.69**
Median	**$32.00**		**$35.00**		**$40.00**		**$40.00**		**$40.00**		**$41.00**		**$40.00**		**$40.00**		**$40.88**		**$42.00**				**$41.00**

The hourly rates vary considerably by province, as summarized in the table below. Note that we show only reported hourly rates for the first practice setting, as this category has the highest number of respondents and allows for a comparison of like positions. Note also that averages from smaller provinces should be interpreted with care, since the number of respondents (n) from these provinces is low and subject to wider variances from year to year.

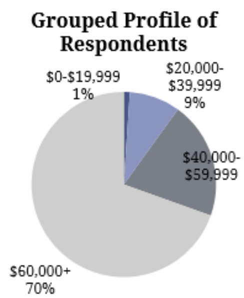
	BC		AB		SK		MB		ON		QC		NB		PE		NS		NL		NA/NR		Totals
Response	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 $0 - $24.99	1	0%	2	0%	0	0%	0	0%	21	1%	1	3%	8	7%	0	0%	0	0%	0	0%	0	0%	33
2 $25 - $34.99	20	2%	4	1%	9	5%	2	1%	578	29%	23	68%	72	63%	17	57%	154	63%	3	16%	2	14%	884
3 $35 - $44.99	722	59%	22	3%	120	69%	168	83%	1,196	59%	8	24%	30	26%	13	43%	84	35%	16	84%	4	29%	2,383
4 $45 - $54.99	467	38%	361	47%	38	22%	31	15%	192	9%	2	6%	3	3%	0	0%	4	2%	0	0%	4	29%	1,102
5 $55+	22	2%	376	49%	6	3%	2	1%	39	2%	0	0%	1	1%	0	0%	1	0%	0	0%	4	29%	451
NA/NR	13		18		2		3		44		0		1		0		3		0		0		84
Total	**1,245**	**100%**	**783**	**100%**	**175**	**100%**	**206**	**100%**	**2,070**	**100%**	**34**	**100%**	**115**	**100%**	**30**	**100%**	**246**	**100%**	**19**	**100%**	**14**	**100%**	**4,937**
Average	**$43.71**		**$53.99**		**$41.82**		**$41.65**		**$37.54**		**$32.90**		**$32.31**		**$34.23**		**$34.10**		**$37.10**				**$41.69**

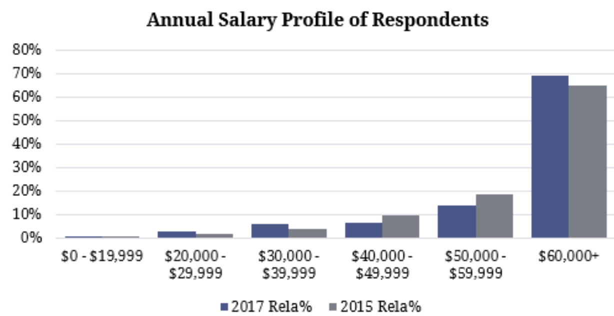
e. Annual Salary

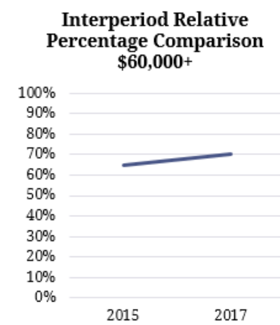
The total average annual salary of respondents is $71,002, with a median of $70,000. This question was modified from previous years. Starting in 2015, respondents were permitted to report both an hourly wage and annual salary, meaning results are not directly comparable to those from previous surveys and should be interpreted with caution (2015 mean salary was $58,192). In 2013, the total annual salary was $59,475, which was higher than the $47,054 salary reported by respondents in 2011.

	2017 RESULTS				Interperiod Comparison		
	Annual Salary	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1	$0 - $19,999	4	**1%**	6	-	1%	-
2	$20,000 - $29,999	11	**3%**	5	1%	2%	-
3	$30,000 - $39,999	23	**6%**	4	2%	4%	-
4	$40,000 - $49,999	25	**7%**	3	-3%	10%	-
5	$50,000 - $59,999	53	**14%**	2	-5%	19%	-
6	$60,000+	265	**70%**	1	5%	65%	-
	NA/NR	19					
TOTAL		**400**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$71,002
Median	$70,000
Dispersion	
Standard Deviation	$29,552





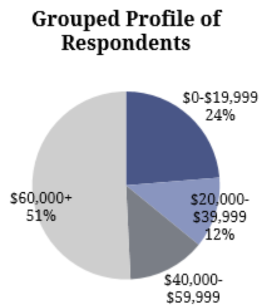


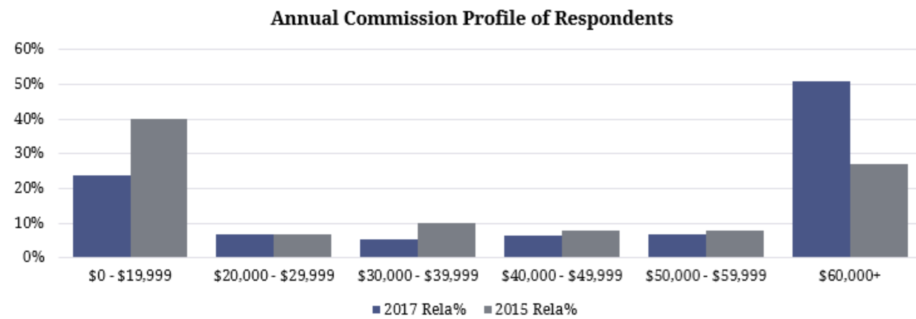
		BC		AB		SK		MB		ON		QC		NB		PE		NS		NL		NA/NR		Totals
Response		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1	$0 - $19,999	1	2%	0	0%	0	0%	0	0%	1	1%	1	8%	0	0%	0	NA	0	0%	0	0%	1	11%	4
2	$20,000 - $29,999	0	0%	2	4%	0	0%	0	0%	6	3%	0	0%	1	4%	0	NA	1	2%	0	0%	1	11%	11
3	$30,000 - $39,999	2	4%	2	4%	0	0%	0	0%	15	9%	0	0%	3	12%	0	NA	1	2%	0	0%	0	0%	23
4	$40,000 - $49,999	2	4%	2	4%	0	0%	1	8%	7	4%	0	0%	7	28%	0	NA	5	12%	1	20%	0	0%	25
5	$50,000 - $59,999	3	7%	3	7%	1	10%	1	8%	21	12%	2	17%	10	40%	0	NA	12	29%	0	0%	0	0%	53
6	$60,000+	38	83%	36	80%	9	90%	11	85%	122	71%	9	75%	4	16%	2	100%	23	55%	4	80%	7	78%	265
NA/NR		5		1		1		2		8		0		0		0		1		0		1		19
Total		**51**	**100%**	**46**	**100%**	**11**	**100%**	**15**	**100%**	**180**	**100%**	**12**	**100%**	**25**	**100%**	**2**	**100%**	**43**	**100%**	**5**	**100%**	**10**	**100%**	**400**
Average		**$79,367**		**$83,744**		**$77,732**		**$71,543**		**$70,015**		**$73,250**		**$49,080**		**$63,000**		**$62,531**		**$72,000**				**$71,002**

f. Commission

	2017 RESULTS				Interperiod Comparison		
	Annual Commission	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	$0 - $19,999	62	**24%**	2	-16%	40%	-
2	$20,000 - $29,999	18	**7%**	3	-	7%	-
3	$30,000 - $39,999	14	**5%**	6	-5%	10%	-
4	$40,000 - $49,999	17	**6%**	5	-2%	8%	-
5	$50,000 - $59,999	18	**7%**	3	-1%	8%	-
6	$60,000+	133	**51%**	1	24%	27%	-
	NA/NR	140					
TOTAL		**402**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$55,901
Median	$60,000
Dispersion	
Standard Deviation	$38,716





The overall amount of commission between 2015 and 2017 remains relatively constant, but it is notable that the number of respondents earning $60,000+ per year in commission has increased by 24% from 2015.

16. Second Practice Setting

a. *Dental Hygiene Setting*

2017 RESULTS					Interperiod Comparison		
	Dental Hygiene Setting	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	Private clinic (dental and/or dental hygiene)	833	**86%**	1	9%	77%	86%
2	Educational institution	73	**8%**	2	-1%	9%	5%
3	Government, military, community and/or public health setting	18	**2%**	3	-1%	3%	3%
4	Dental industry	14	**1%**	5	-	1%	-
5	Residential care/Long-term care	17	**2%**	4	1%	1%	2%
6	Hospitals/agencies other than residential care facilities	8	**1%**	6	-	1%	-
7	Professional association/Regulatory organizations	4	**-**	8	-	-	1%
8	Other (Please specify)	5	**1%**	7	-7%	8%	3%
	NA/NR	40					
TOTAL		**1,012**	**100%**				

b. *Practice Type*

2017 RESULTS					Interperiod Comparison		
	Type of Practice/Responsibilities	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	General Dental	542	**62%**	1	8%	54%	75%
2	General dental hygiene	485	**57%**	2	10%	47%	8%
3	Specialty	75	**9%**	4	-4%	13%	4%
4	Education	107	**8%**	3	-	8%	8%
5	Research	5	**1%**	10	-2%	3%	1%
6	Administration	26	**6%**	5	4%	2%	-
7	Public and community initiatives, programs, and clinics	23	**4%**	7	3%	1%	1%
8	Hospital and other agency services	7	**1%**	9	-	1%	-
9	Residential care services	16	**1%**	8	-	1%	-
10	Other (Please specify):	26	**1%**	5	-3%	4%	3%
	NA/NR	34					
TOTAL		**1,012**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.

c. *Specialty*

2017 RESULTS					Interperiod Comparison		
	Specialty	Count	Rela %	Rank	Δ from 2015	2015* Rela%	2013* Rela%
1	Periodontic	22	**35%**	2	2%	33%	-
2	Orthodontic	27	**44%**	1	6%	38%	-
3	Pediatric	6	**10%**	3	-	-	-
4	Prosthodontic	5	**8%**	4	1%	6%	-
5	Endodontic	2	**3%**	5	-	-	-
6	Other specialty	-	**-**	-	-	-	-
	NA/NR	13					
TOTAL		**75**	**100%**		**Question modified from previous years*		

d. Hourly Rate

2017 RESULTS				Interperiod Comparison		
Hourly Rate	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1 $0 - $24.99	15	**2%**	5	-1%	3%	3%
2 $25 - $34.99	123	**14%**	3	-7%	21%	22%
3 $35 - $44.99	444	**52%**	1	6%	46%	49%
4 $45 - $54.99	184	**21%**	2	2%	19%	18%
5 $55+	93	**11%**	4	-	11%	8%
NA/NR	19					
TOTAL	**878**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$42.56
Median	$41.00
Dispersion	
Standard Deviation	$9.17

e. Annual Salary

2017 RESULTS				Interperiod Comparison		
Annual Salary	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1 $0 - $19,999	3	**19%**	3	-39%	58%	-
2 $20,000 - $29,999	1	**6%**	5	-10%	16%	-
3 $30,000 - $39,999	3	**19%**	3	4%	15%	-
4 $40,000 - $49,999	1	**6%**	5	-	6%	-
5 $50,000 - $59,999	4	**25%**	1	22%	3%	-
6 $60,000+	4	**25%**	1	23%	2%	-
NA/NR	3					
TOTAL	**19**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$44,432
Median	$37,500
Dispersion	
Standard Deviation	$26,631

f. Commission

2017 RESULTS				Interperiod Comparison		
Annual Salary	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1 $0 - $19,999	26	**62%**	1	-5%	67%	-
2 $20,000 - $29,999	11	**26%**	2	-7%	33%	-
3 $30,000 - $39,999	3	**7%**	3	-	-	-
4 $40,000 - $49,999	-	**-**	5	-	-	-
5 $50,000 - $59,999	-	**-**	5	-	-	-
6 $60,000+	2	**5%**	4	-	-	-
NA/NR	31					
TOTAL	**73**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$16,568
Median	$5,000
Dispersion	
Standard Deviation	$13,129

17. Third Practice Setting

a. Dental Hygiene Setting

2017 RESULTS					Interperiod Comparison		
	Dental Hygiene Setting	**Count**	**Rela %**	**Rank**	**∆ from 2015**	**2015 Rela%**	**2013 Rela%**
1	Private clinic (dental and/or dental hygiene)	103	**78%**	1	7%	71%	80%
2	Educational institution	15	**11%**	2	-3%	14%	9%
3	Government, military, community and/or public health setting	4	**3%**	3	2%	1%	1%
4	Dental industry	4	**3%**	3	2%	1%	-
5	Residential care/Long-term care	3	**2%**	5	-3%	5%	2%
6	Hospitals/agencies other than residential care facilities	-	**-**	-	-	-	-
7	Professional association/Regulatory organizations	1	**1%**	7	1%	-	1%
8	Other (Please specify)	2	**2%**	6	-6%	8%	6%
	NA/NR	4					
TOTAL		**136**	**100%**				

b. Practice Type

2017 RESULTS					Interperiod Comparison		
	Type of Practice/Responsibilities	**Count**	**Rela %**	**Rank**	**∆ from 2015**	**2015 Rela%**	**2013 Rela%**
1	General Dental	69	**53%**	1	11%	42%	70%
2	General dental hygiene	68	**53%**	2	11%	42%	10%
3	Specialty	7	**5%**	4	-11%	16%	8%
4	Education	20	**16%**	3	11%	5%	5%
5	Research	2	**2%**	8	-2%	4%	-
6	Administration	3	**2%**	7	-	2%	-
7	Public and community initiatives, programs, and clinics	4	**3%**	6	2%	1%	-
8	Hospital and other agency services	-	**-**	9	-	-	-
9	Residential care services	2	**2%**	8	1%	-	-
10	Other (Please specify):	5	**4%**	5	-5%	9%	-
	NA/NR	7					
TOTAL		**136**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.

c. Specialty

2017 RESULTS					Interperiod Comparison		
	Specialty	**Count**	**Rela %**	**Rank**	**∆ from 2015**	**2015* Rela%**	**2013* Rela%**
1	Periodontic	5	**71%**	1	51%	20%	-
2	Orthodontic	2	**29%**	2	-11%	40%	-
3	Pediatric	-	**-**	-	-	-	-
4	Prosthodontic	-	**-**	-	-	-	-
5	Endodontic	-	**-**	-	-	-	-
6	Other specialty	-	**-**	-	-	-	-
	NA/NR	-					
TOTAL		**7**	**100%**		**Question modified from previous years*		

d. Hourly Rate

2017 RESULTS				Interperiod Comparison		
Hourly Rate	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1 $0 - $24.99	1	**1%**	5	-2%	3%	3%
2 $25 - $34.99	16	**14%**	3	-7%	21%	22%
3 $35 - $44.99	55	**49%**	1	3%	46%	49%
4 $45 - $54.99	26	**23%**	2	4%	19%	18%
5 $55+	14	**13%**	4	2%	11%	8%
NA/NR	0					
TOTAL	**112**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$41.97
Median	$41
Dispersion	
Standard Deviation	$8.37

e. Annual Salary

2017 RESULTS				Interperiod Comparison		
Annual Salary	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013 Rela%
1 $0 - $19,999	1	**50%**	1	-50%	100%	-
2 $20,000 - $29,999	1	**50%**	1	50%	-	-
3 $30,000 - $39,999	-	-	-	-	-	-
4 $40,000 - $49,999	-	-	-	-	-	-
5 $50,000 - $59,999	-	-	-	-	-	-
6 $60,000+	-	-	-	-	-	-
NA/NR	-					
TOTAL	**2**	**100%**				

Selected Key Statistics	
	2017
Central Tendency	
Mean	$17,900
Median	$17,900
Dispersion	
Standard Deviation	$10,041

f. Commission

2017 RESULTS				Interperiod Comparison		
Annual Salary	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1 $0 - $19,999	4	**67%**	1	-33%	100%	-
2 $20,000 - $29,999	1	**17%**	2	17%	-	-
3 $30,000 - $39,999	1	**17%**	2	17%	-	-
4 $40,000 - $49,999	-	-	-	-	-	-
5 $50,000 - $59,999	-	-	-	-	-	-
6 $60,000+	-	-	-	-	-	-
NA/NR	3					
TOTAL	**9**	**100%**				

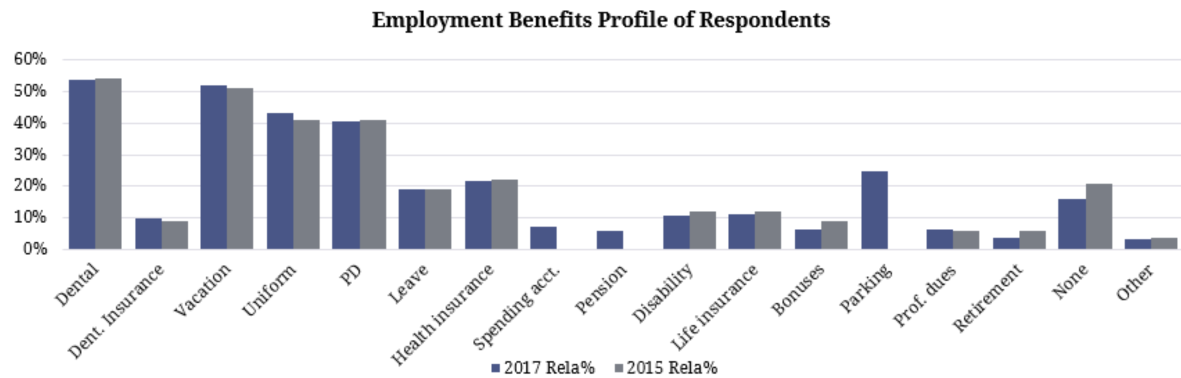
Selected Key Statistics	
	2017
Central Tendency	
Mean	$13,117
Median	$5,500
Dispersion	
Standard Deviation	$11,683

18. Employment Benefits

Do any of the employers for whom you have worked over the past three months offer any of the following employment benefits? (Please check all that apply)

2017 RESULTS					Interperiod Comparison		
	Employment Benefits	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1	Dental care	3,007	**54%**	1	-	54%	65%
2	Dental insurance	559	**10%**	11	1%	9%	12%
3	Paid vacation/holidays	2,916	**52%**	2	1%	51%	63%
4	Uniform allowance	2,407	**43%**	3	2%	41%	52%
5	Professional development	2,276	**41%**	4	-	41%	49%
6	Sick leave	1,064	**19%**	7	-	19%	23%
7	Health insurance/Extended health benefits	1,228	**22%**	6	-	22%	27%
8	Health spending account	405	**7%**	12	-	-	-
9	Pension plan	338	**6%**	15	-	-	-
10	Disability insurance	612	**11%**	10	-1%	12%	13%
11	Life insurance	619	**11%**	9	-1%	12%	13%
12	Profit sharing or bonuses	359	**6%**	13	-3%	9%	8%
13	Parking	1,378	**25%**	5	-	-	-
14	Professional association/regulatory dues	355	**6%**	14	-	6%	8%
15	Retirement savings plans	211	**4%**	16	-2%	6%	5%
16	No benefits	887	**16%**	8	-5%	21%	19%
17	Other (Please specify):	176	**3%**	17	-1%	4%	-
	NA/NR	722					
TOTAL		**6,315**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



The top four benefits received by respondents are dental care (54%), paid vacation/holidays (52%), uniform allowance (43%), and professional development (41%). One in five respondents in 2017 (19%) reports that they do not receive any employment benefits.

There is great variation in the provincial segmentation of employee benefits. Twenty-six percent (26%) of respondents from Quebec receive a pension plan, while only 5% of those in Alberta have this benefit.

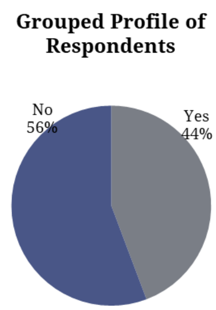
In order to increase the accuracy of the responses, unemployed dental hygienists were not prompted to respond to this question. Unfortunately, this may cause larger interperiod changes. Additionally, beginning in 2015, the survey did not specify if paid vacation/holidays were above the statutory requirement as in previous years. This slight change in option results in slightly different results year-over-year.

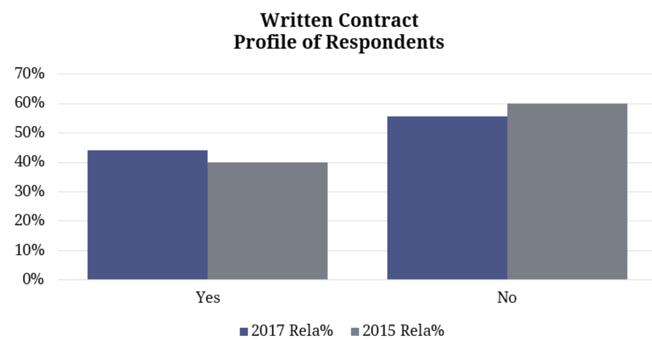
More respondents are receiving benefits in 2017 (81%) than in 2015 (75%). Several of the less popular benefits are consistent with previous years.

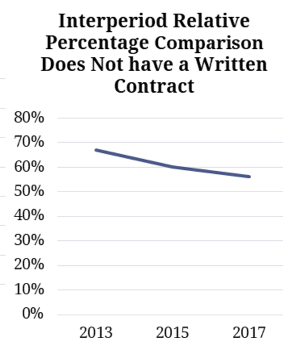
19. Written Contract

Do you have a written contract with the employer where you practise the majority of your hours each week?

2017 RESULTS					Interperiod Comparison		
	Written Contract	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1	Yes	2,365	**44%**	2	3%	40%	33%
2	No	2,978	**56%**	1	-5%	60%	67%
3	I am an owner of an independent practice	115					
	NA/NR	857					
TOTAL		**6,315**	**100%**				







A majority of respondents (56%) do not currently have a written contract with their employer. The number of respondents who do not have a written contract has been steadily decreasing, from 67% in 2013 to 60% in 2015 and to 56% in 2017.

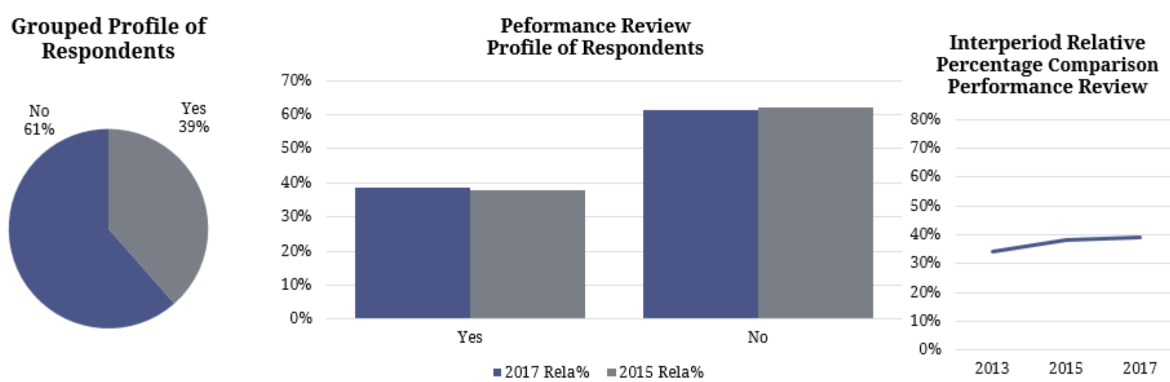
Percentages also vary by province, with respondents from Ontario (54%) and Nova Scotia (41%) most likely to have a written contract. In contrast, only 22% of respondents in Saskatchewan have such a contract in place.

20. Performance Review

Does the employer where you practise the majority of your hours undertake an annual performance review with you?

2017 RESULTS					Interperiod Comparison		
	Performance Review	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1	Yes	1,908	39%	2	1%	38%	34%
2	No	3,045	61%	1	-1%	62%	66%
	NA/NR	390					
TOTAL		5,343	100%				

Please note that this question was only asked of those respondents who replied either "yes" or "no" to the previous question.



Thirty-nine percent (39%) of respondents report that their employer undertakes an annual performance review. This is consistent with the 2013 and 2015 levels (34% and 38%, respectively).

The provinces with the highest percentages of respondents who have had an annual performance review are Manitoba (46%), Alberta (43%) and Ontario (43%).

21. Annual Review

You have indicated that the employer at your place of work conducts an annual performance review. Please indicate how strongly you agree or disagree with each of the following statements concerning that review.

SUMMARY		2017					2015		2013	
Annual Review		Mean	Median	StdDev	Score	Top Two	Score	Top Two	Score	Top Two
1	When determining compensation, my employer uses a salary survey	4.2	6.0	2.5	47%	28%	45%	26%	-	-
2	When conducting my annual review, my employer uses a printed performance review form that we both sign.	3.2	2.0	2.6	64%	58%	64%	59%	-	-
3	During my annual review my employer and I set mutually agreed upon goals for the coming year.	2.7	2.0	2.0	72%	61%	71%	58%	-	-
4	My annual review is held at a consistent time of year and is rarely delayed.	3.6	3.0	2.2	57%	39%	56%	38%	-	-
5	My employers' annual review process is informal	3.1	3.0	2.0	64%	48%	62%	44%	-	-

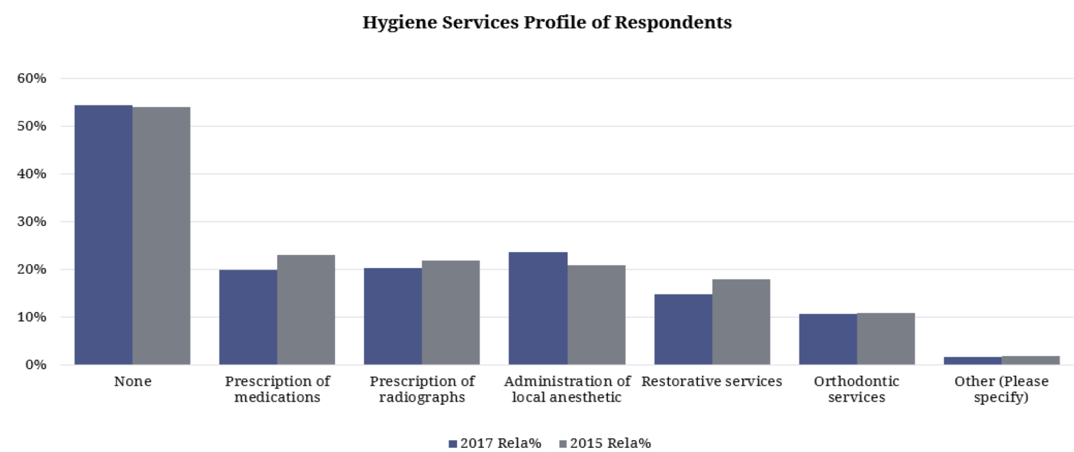
Fifty-eight percent (58%) of respondents report that they have received a printed performance review form that must be signed during the annual review process, approximately equal to the 2015 level of 59%. Sixty-one percent (61%) of respondents report setting mutual goals with their employer, consistent with the 2015 level of 58%. Unemployed dental hygienists were not prompted to respond to this question.

22. Provincial Restrictions

Please indicate which dental hygiene services, for which you have training, you are unable to provide because of provincial restrictions. (Please check all that apply)

	2017 RESULTS				Interperiod Comparison		
	Hygiene Services	**Count**	**Rela %**	**Rank**	**∆ from 2015**	**2015 Rela%**	**2013 Rela%**
1	None	2,397	**54%**	1	-	54%	55%
2	Prescription of medications for dental hygiene services	882	**20%**	4	-3%	23%	-
3	Prescription of radiographs for dental hygiene services	900	**20%**	3	-2%	22%	-
4	Administration of local anesthetic	1,043	**24%**	2	3%	21%	24%
5	Restorative services	657	**15%**	5	-3%	18%	15%
6	Orthodontic services	478	**11%**	6	-	11%	11%
7	Other (Please specify)	76	**2%**	7	-	2%	2%
	NA/NR	1,907					
TOTAL		**6,315**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



The majority of respondents (54%) indicate that provincial regulations do not prevent them from providing services for which they have training. Of those who report not being able to practise to their full capacity, administration of local anaesthetic was most often reported as the gap (24%), followed by prescribing radiographs (20%) and prescribing medications (20%) which were tied for second.

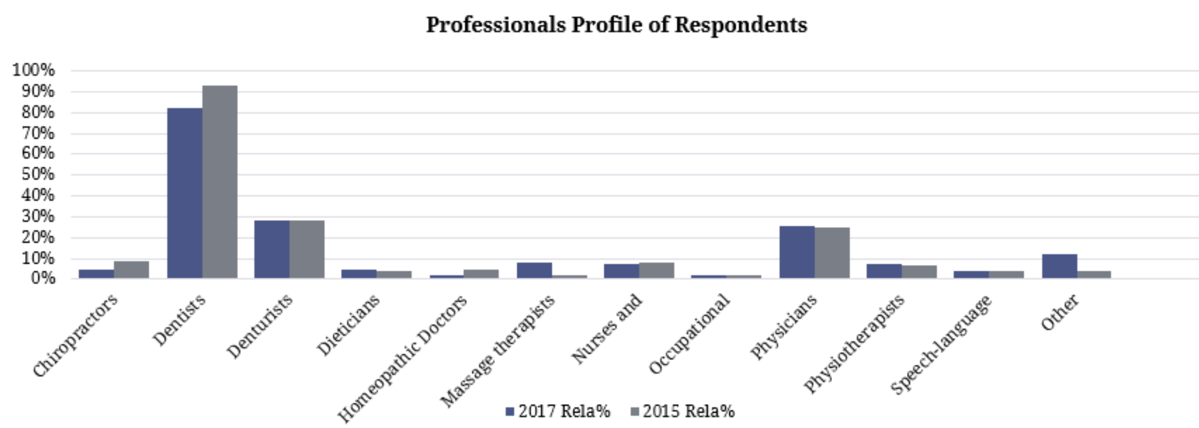
Quebec has the largest proportion of respondents with provincial restrictions. Only 24% of respondents from Quebec report having no provincial restrictions, compared to 68% in New Brunswick and 74% in Nova Scotia.

23. Health Profession Collaboration

Do you work collaboratively with any of the following health professionals? (Please check all that apply)

2017 RESULTS					Interperiod Comparison		
	Professionals	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013 Rela%
1	Chiropractors	267	**5%**	8	-4%	9%	7%
2	Dentists	4,374	**82%**	1	-11%	93%	90%
3	Denturists	1,497	**28%**	2	-	28%	21%
4	Dieticians	240	**5%**	9	1%	4%	4%
5	Homeopathic Doctors	121	**2%**	12	-3%	5%	3%
6	Massage therapists	444	**8%**	5	6%	2%	11%
7	Nurses and Registered Nurses	380	**7%**	7	-1%	8%	9%
8	Occupational Therapists	107	**2%**	13	-	2%	2%
9	Physicians	1,372	**26%**	3	1%	25%	24%
10	Physiotherapists	399	**8%**	6	1%	7%	8%
11	Speech-language pathologists	211	**4%**	10	-	4%	3%
12	Other	630	**12%**	4	8%	4%	5%
13	None of these	179					
	NA/NR	820					
TOTAL		**6,315**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



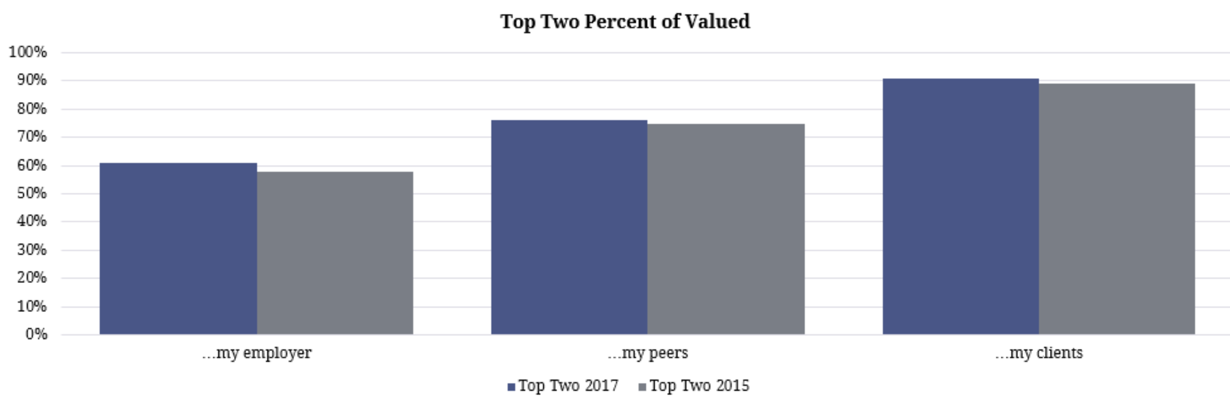
Not surprisingly, the majority of respondents who collaborate with another professional do so with dentists (82%), followed by denturists (28%) and physicians (26%). The interperiod pattern comparison is similar from 2015 to 2017.

24. Respect

Please indicate how strongly you agree or disagree with each of the following statements:

I feel valued at my primary place of employment by…

SUMMARY		2017					2015		2013	
Valued		Mean	Median	StdDev	Score	Top Two	Score	Top Two	Score	Top Two
1	...my employer	2.6	2.00	1.7	74%	61%	72%	58%	-	-
2	...my peers	2.1	2.00	1.3	82%	76%	81%	75%	-	-
3	...my clients	1.7	2.00	1.0	89%	91%	89%	89%	-	-



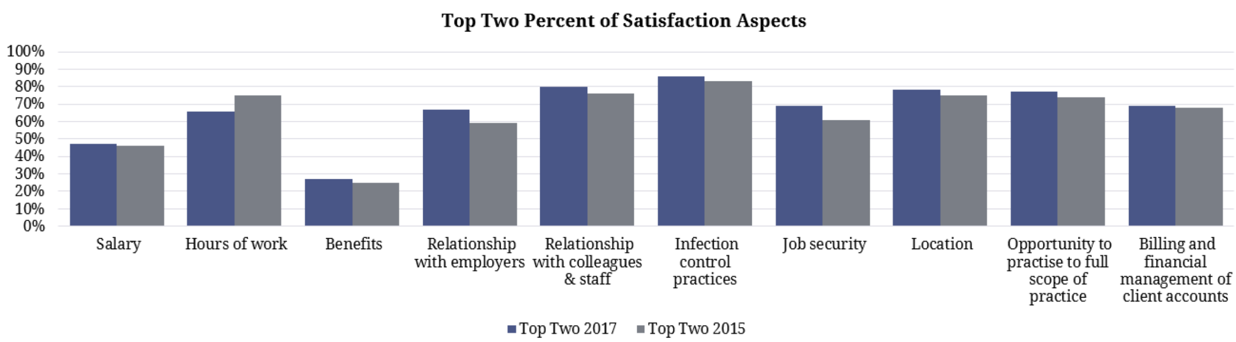
Respondents feel most valued by their clients, with 91% reporting “strongly agree” and “agree,” followed by their peers (76%) and by their employer (61%). Although each category shows an increase in responses, the most significant increase is that of employer respect from 58% to 61% between 2015 and 2017.

Seventy-nine percent (79%) of residents in Quebec either “strongly agree” or “agree” that they feel respected by their employers, as compared to an average of 60% for remaining provinces.

25. Job Satisfaction Aspects

Please rate your satisfaction with the following aspects of your primary place of employment:

SUMMARY		2017					2015		2013	
	Satisfaction Aspects	Mean	Median	StdDev	Score	Top Two	Score	Top Two	Score	Top Two
1	Salary	3.0	3.0	1.6	67%	47%	66%	46%	-	-
2	Hours of work	2.5	2.0	1.5	75%	66%	70%	75%	-	-
3	Benefits	4.2	5.0	2.1	47%	27%	46%	25%	-	-
4	Relationship with employers	2.4	2.0	1.7	77%	67%	72%	59%	-	-
5	Relationship with colleagues & staff	2.0	2.0	1.2	84%	80%	81%	76%	-	-
6	Infection control practices	1.8	2.0	1.2	87%	86%	86%	83%	-	-
7	Job security	2.4	2.0	1.6	77%	69%	72%	61%	-	-
8	Location	2.0	2.0	1.4	83%	78%	81%	75%	-	-
9	Opportunity to practise to full scope of practice	2.1	2.0	1.4	82%	77%	80%	74%	-	-
10	Billing and financial management of client accounts	2.4	2.0	2.2	77%	69%	77%	68%	-	-



Respondents are most satisfied with infection control practices (86% rated as very satisfied or satisfied), relationships with colleagues and staff (80%), location (78%), and full scope of practice (77%). In contrast, respondents are least satisfied with benefits (only 27% rated as very satisfied or satisfied) and salary (47%). It should be noted that one of the top reported inefficiencies regarding billing arises from an inability of insurance companies to accept electronic billing in many provinces. This could explain the low satisfaction rate in the billing category.

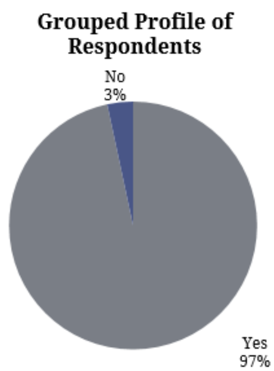
Overall, respondents are more satisfied in 90% of the categories than they were in 2015. The largest increases in satisfaction are in the categories of relationship with employers (8% increase in satisfaction) and job security (8% increase).

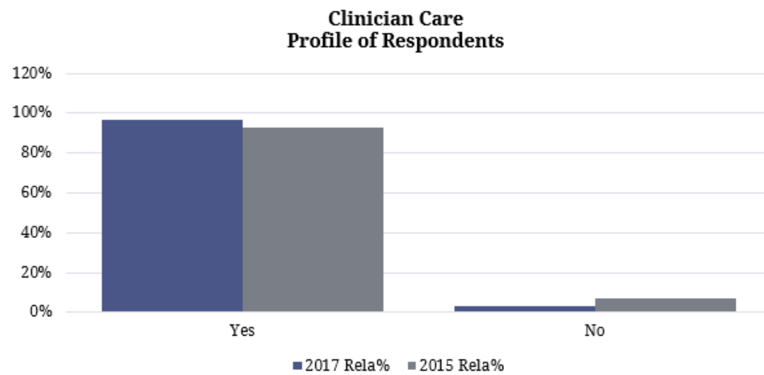
Manitoba has the overall lowest level of satisfaction, with an average of 64% rated as “very satisfied” or “satisfied” across categories, followed by Ontario (65%). Newfoundland has the overall highest level of satisfaction across categories (74%).

26. Clinical Care

Are you actively involved in providing care as a clinician?

2017 RESULTS					Interperiod Comparison		
	Clinician Care	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Yes	5,268	**97%**	1	4%	93%	67%
2	No	183	**3%**	2	-4%	7%	33%
	NA/NR	864					
TOTAL		**6,315**	**100%**				





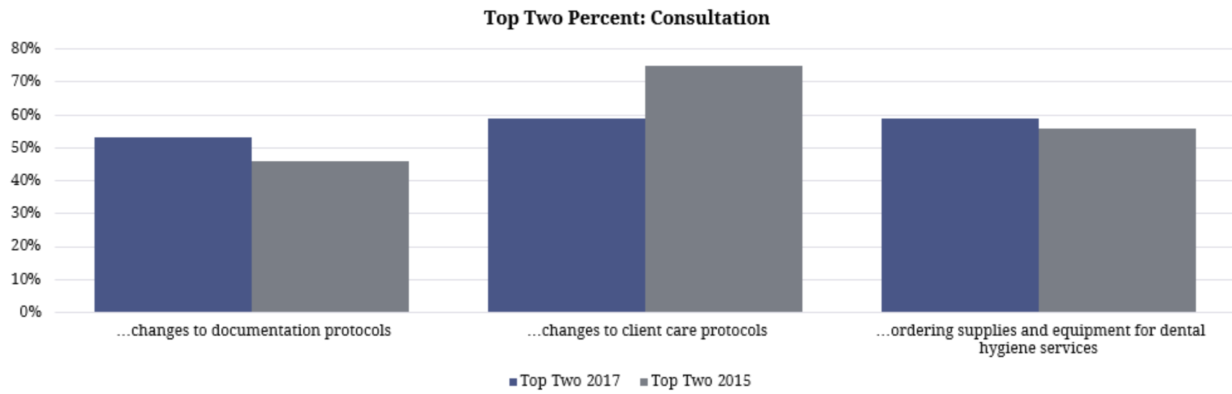
The majority of respondents (97%) are actively involved in providing care as a clinician.

27. Consultation

Please indicate how strongly you agree or disagree with each of the following statements about decision-making authority.

I am consistently consulted about …

SUMMARY		2017					2015		2013	
	Consulted about	Mean	Median	StdDev	Score	Top Two	Score	Top Two	Score	Top Two
1	...changes to documentation protocols	2.9	2.0	1.9	69%	53%	65%	46%	-	-
2	...changes to client care protocols	2.7	2.0	1.8	72%	59%	69%	75%	-	-
3	...ordering supplies and equipment for dental hygiene services	2.6	2.0	1.9	73%	59%	71%	56%	-	-



This question has been changed from previous years. As of 2015 only those respondents who are involved in providing care as a clinician and not owner of an independent practice are invited to answer this question. Respondents agree most strongly with the statement about being consulted about ordering supplies and equipment for dental hygiene services/changes to client protocols (59% state they either strongly agree or agree for both).

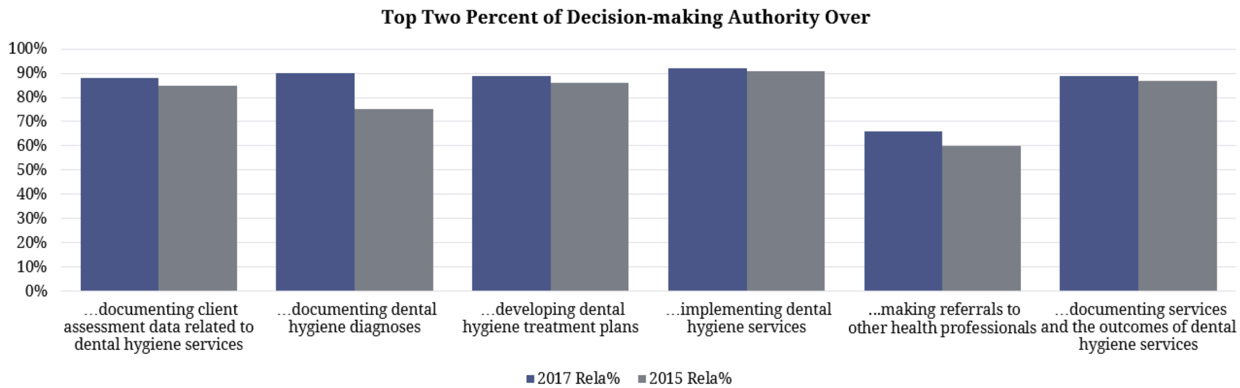
Provincially, respondents from Quebec (67%) and New Brunswick (67%) agree most highly with the statement about being consulted about ordering dental hygiene supplies and equipment. Respondents from Newfoundland (62%), Prince Edward Island (56%), and Ontario (58%) agree the least.

28. Decision-Making Authority

Please indicate how strongly you agree or disagree with each of the following statements on decision-making authority over the following dental hygiene actions.

I have decision-making authority over…

SUMMARY		2017					2015		2013	
	Decision-making authority over	Mean	Median	StdDev	Score	Top Two	Score	Top Two	Score	Top Two
1	…documenting client assessment data related to dental hygiene services	1.7	2.0	1.1	88%	88%	86%	85%	-	-
2	…documenting dental hygiene diagnoses	1.7	2.0	1.0	89%	90%	88%	75%	-	-
3	…developing dental hygiene treatment plans	1.7	2.0	1.1	88%	89%	87%	86%	-	-
4	…implementing dental hygiene services	1.6	1.0	1.0	90%	92%	89%	91%	-	-
5	...making referrals to other health professionals	2.3	2.0	1.4	78%	66%	75%	60%	-	-
6	…documenting services and the outcomes of dental hygiene services	1.7	2.0	1.1	88%	89%	87%	87%	-	-



Similar to the previous question, this question has changed from previous years. As of 2015 only those respondents who are involved in providing care as a clinician and not owners of an independent practice are prompted to answer this question. Respondents agree most highly about decision-making authority over implementing dental hygiene services (92% state they either strongly agree or agree). Respondents feel they have the least decision-making authority over making referrals to other health professionals (66%).

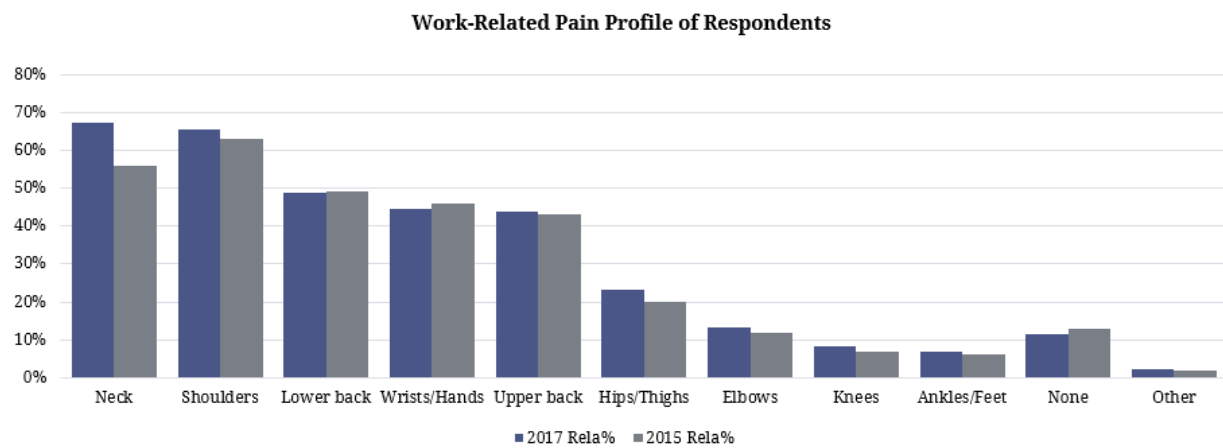
Respondents from Newfoundland, Saskatchewan, and Ontario report the highest agreement with decision-making authority over implementing dental hygiene services, with 93%, 94%, and 93%, respectively. The provinces that report the lowest agreement with decision-making authority over making referrals to other health professionals are Manitoba (44%) and Nova Scotia (53%).

29. Work-Related Pain

In the past year, have you experienced work-related discomfort or pain in any of the following areas? (Please check all that apply)

2017 RESULTS					Interperiod Comparison		
	Work-Related Pain	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Neck	3,804	**67%**	1	11%	56%	-
2	Shoulders	3,702	**65%**	2	2%	63%	-
3	Lower back	2,758	**49%**	3	-	49%	-
4	Wrists/Hands	2,511	**44%**	4	-2%	46%	-
5	Upper back	2,475	**44%**	5	1%	43%	-
6	Hips/Thighs	1,310	**23%**	6	3%	20%	-
7	Elbows	742	**13%**	7	1%	12%	-
8	Knees	469	**8%**	9	1%	7%	-
9	Ankles/Feet	389	**7%**	10	1%	6%	-
10	No work-related discomfort or pain	646	**11%**	8	-2%	13%	-
11	Other (please specify)	125	**2%**	11	-	2%	-
	NA/NR	652					
TOTAL		**6,315**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



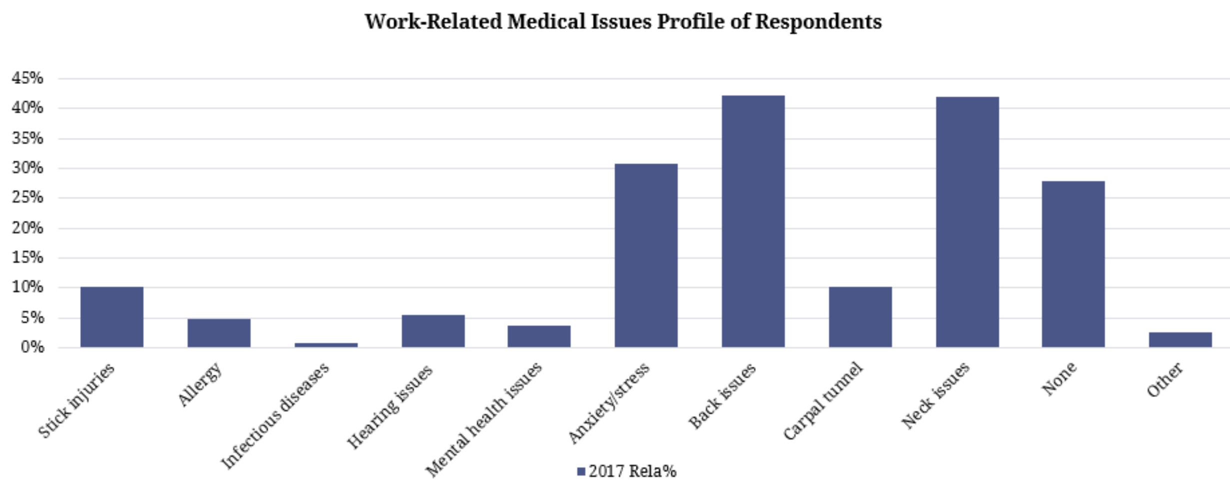
Injuries to the neck, shoulders, lower back, and upper back are most prevalent, affecting 67%, 65%, 49% and 44% of respondents respectively.

30. Work-Related Medical Issues

In the past year, have you experienced any of the following work-related medical issues? (Please check all that apply)

2017 RESULTS					Interperiod Comparison		
	Work-Related Medical Issues	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Needle/instrument stick injuries	498	**10%**	5	-	10%	-
2	Allergy	235	**5%**	8	-	6%	-
3	Infectious diseases	35	**1%**	11	-	1%	-
4	Hearing issues	268	**6%**	7	-	6%	-
5	Mental health issues	175	**4%**	9	-	5%	-
6	Anxiety/stress	1,484	**31%**	3	-	-	-
7	Back issues	2,043	**42%**	1	-	-	-
8	Carpal tunnel	491	**10%**	6	-	-	-
9	Neck issues	2,030	**42%**	2	-	-	-
10	No work-related medical issues	1,346	**28%**	4	-	71%	-
11	Other (please specify)	125	**3%**	10	-	6%	-
	NA/NR	1,482					
TOTAL		**6,315**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



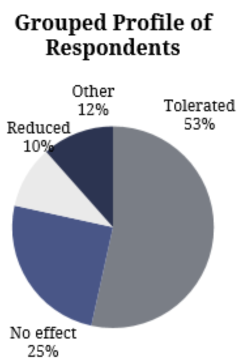
The majority of respondents report back and neck issues (both 42%). Anxiety/stress, needle/instrument stick injuries, and carpal tunnel are the next most prevalent, affecting 31%, 10%, and 10% of respondents respectively.

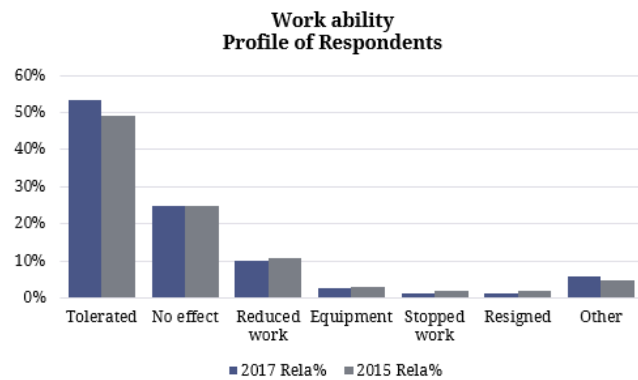
This question allows respondents to check all that apply, which is a departure from the 2013 survey in which the questions were discrete (please check only one). This question and the following question were combined in 2013 so the results from previous years are not directly comparable. Additionally, four new options were added in 2017 (Anxiety/stress, Back issues, Carpal tunnel, and Neck issues), and as a result, there is a different spread of responses from 2015.

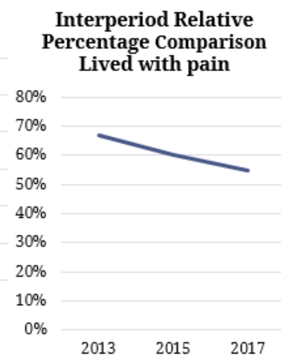
31. Injury Impact on Work

In what way has the work-related discomfort/pain or medical issue affected your overall ability to work in dental hygiene in the past 12 months?

	2017 RESULTS				Interperiod Comparison		
	Work ability	Count	Rela %	Rank	∆ from 2015	2015 Rela%	2013* Rela%
1	I lived with pain (tolerated it).	1,783	**53%**	1	4%	49%	49%
2	My ability has not been affected.	833	**25%**	2	-	25%	24%
3	I reduced my work hours and/or days.	334	**10%**	3	-1%	11%	10%
4	I purchased specialized equipment.	97	**3%**	5	-	3%	-
5	I stopped working in a clinical setting.	40	**1%**	7	-1%	2%	1%
6	I redesigned my operatory or work station.	50	**1%**	6	-1%	2%	-
7	Other (Please specify)	198	**6%**	4	1%	5%	6%
	NA/NR	180					
TOTAL		**3,315**	**100%**				







Of those who report an injury or medical issue related to their work, 75% state that the injury or medical issue affected their ability to work in dental hygiene. Fifty-three percent (53%) of those respondents reveal that they worked through the pain, while 10% had to reduce their work hours.

Prince Edward Island has the highest percentage (39%) of respondents whose ability to work has not been affected by work-related plain or medical issues. British Columbia and Alberta dental hygienists are affected by work-related pain the most. In these provinces, of those who report pain, only 23% and 22%, respectively, indicate that their work has not been affected by the work-related pain.

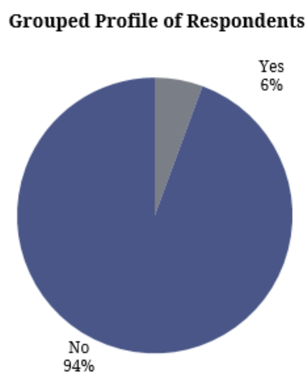
C.3. Independent Practice Owners

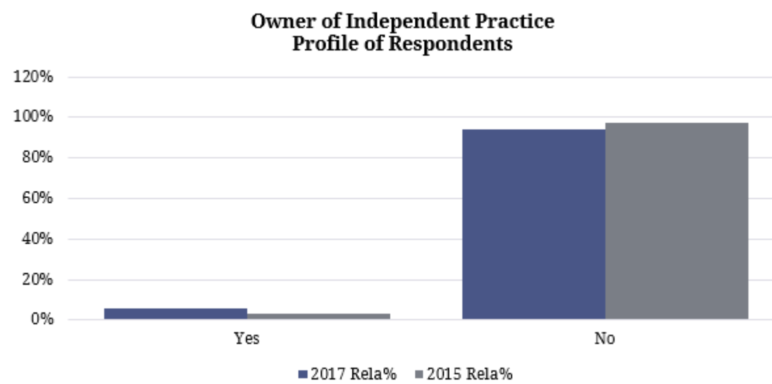
This section pertains to independent dental hygiene practice. Respondents who answered “yes” to the question “Are you the owner of an independent dental hygiene practice?” were prompted to consider the following questions.

32. Owner of Independent Dental Hygiene Practice

Are you the owner of an independent dental hygiene practice?

	2017 RESULTS				Interperiod Comparison		
	Owner of Independent Practice	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Yes	312	**6%**	2	3%	3%	-
2	No	5,226	**94%**	1	-3%	97%	-
	NA/NR	777					
TOTAL		**6,315**	**100%**				





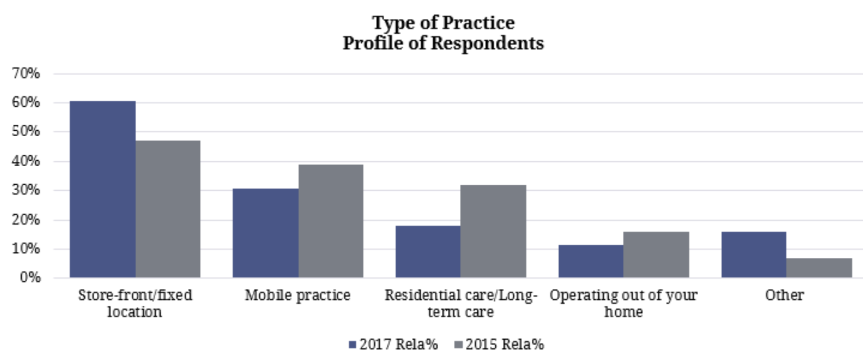
Six percent (6%) of respondents are independent practice owners, as compared to only 3% in2015. Ontario has the highest number of independent practitioners, at 8%.

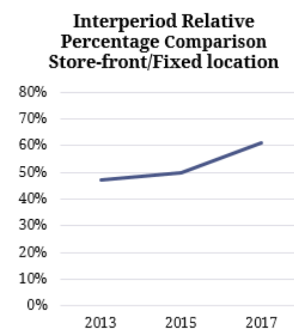
33. Type of Practice

Which of the following best describes your independent practice? (Please check all that apply)

	2017 RESULTS						Interperiod Comparison		
	Type of Practice	Count	Rela %	Rank	GenSat	Sat Index	Δ from 2015	2015 Rela%	2013 Rela%
1	Store-front/fixed location	187	**61%**	1	80%	9%	11%	50%	47%
2	Mobile practice	95	**31%**	2	65%	-4%	-13%	44%	39%
3	Residential care/Long-term care	55	**18%**	3	72%	1%	-5%	23%	32%
4	Operating out of your home	35	**11%**	5	77%	6%	-5%	16%	16%
5	Other	49	**16%**	4	NA	NA	8%	8%	7%
	NA/NR	3							
TOTAL		312							

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.





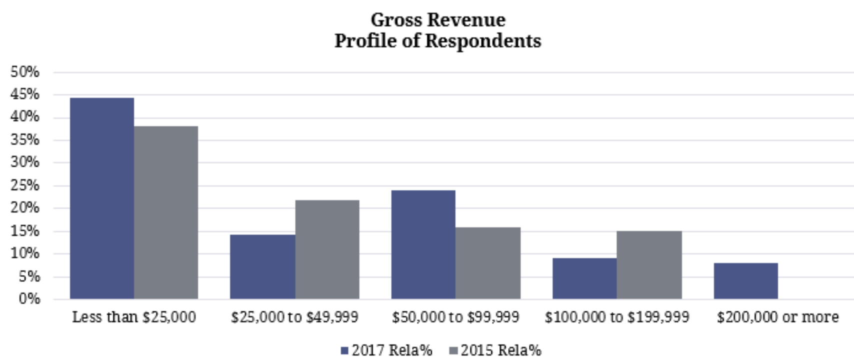
The types of independent practices vary, with the majority reporting a store front/fixed location (61%). This finding is an increase over 2015 (50%) and 2013 (47%). The relative order of the type of practice operated by independent practice owners has remained the same since 2013.

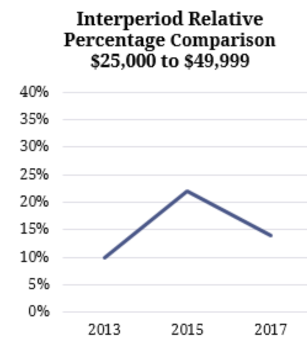
34. Gross Revenue

What was the gross revenue that your independent practice generated in the last fiscal year?

	2017 RESULTS						Interperiod Comparison		
	Gross Revenue	Count	Rela %	Rank	GenSat	Sat Index	Δ from 2015	2015 Rela%	2013* Rela%
1	Less than $25,000	111	**44%**	1	90%	19%	6%	38%	40%
2	$25,000 to $49,999	36	**14%**	3	80%	8%	-8%	22%	10%
3	$50,000 to $99,999	60	**24%**	2	86%	15%	8%	16%	33%
4	$100,000 to $199,999	23	**9%**	4	93%	21%	-6%	15%	16%
5	$200,000 or more	20	**8%**	5	47%	NA	8%		
	NA/NR	62							
TOTAL		**312**	**100%**				**Question modified from previous years*		

Please note that in 2017, the option “$0” was eliminated, so the spread is not directly comparable.



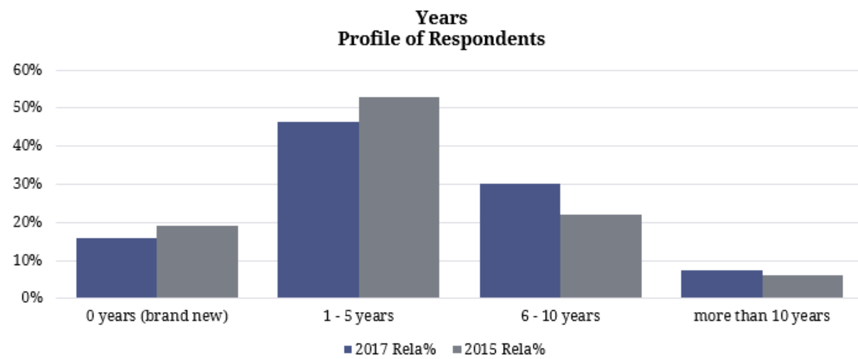


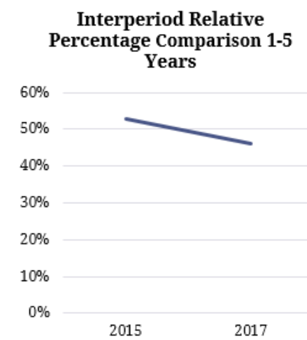
The modal or most popular response for respondents was “less than $25,000” in gross revenue.

35. Years of Ownership

How many years have you owned your independent practice?

	2017 RESULTS						Interperiod Comparison		
	Years	Count	Rela %	Rank	GenSat	Sat Index	Δ from 2015	2015 Rela%	2013* Rela%
1	0 years (brand new)	38	**16%**	3	52%	-20%	-3%	19%	86%
2	1 - 5 years	111	**46%**	1	68%	4%	-7%	53%	
3	6 - 10 years	72	**30%**	2	84%	12%	8%	22%	8%
4	more than 10 years	18	**8%**	4	76%	5%	2%	6%	6%
	NA/NR	73							
TOTAL		**312**	**100%**				**Question modified from previous years*		





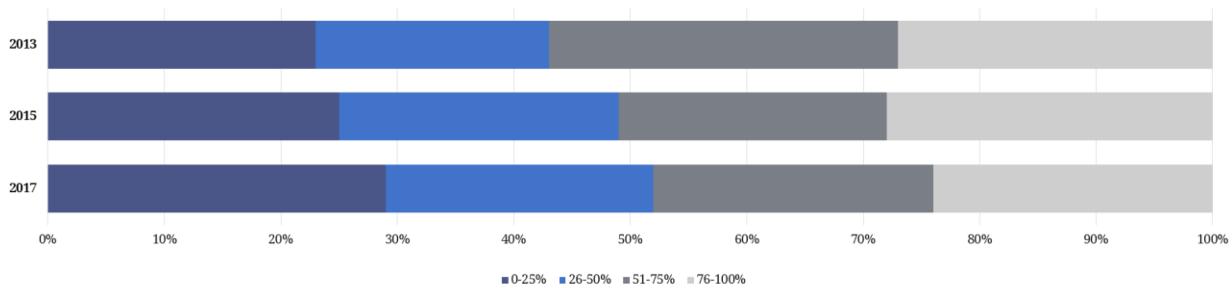
The majority of respondents have owned their practices for one to five years (46%). The percentage of respondents who have owned their independent practice for 6–10 years has increased from 8% in 2013 to 22% in 2015 and to 30% in 2017.

36. Independent Practice Revenue Sources

What percentage of your independent practice's revenues is derived from each of the following sources?

SUMMARY		2017 Key Stats			2017				2015				2013			
	Independent Practice revenue	Mean	Median	StdDev	0-25%	26-50%	51-75%	76-100%	0-25%	26-50%	51-75%	76-100%	0-25%	26-50%	51-75%	76-100%
1	Clients paying out of pocket	35%	25%	29%	52%	25%	9%	13%	41%	33%	12%	15%	33%	19%	22%	26%
2	Private/employer health insurance	50%	50%	31%	29%	23%	24%	24%	25%	24%	23%	28%	23%	20%	30%	27%
3	Public health programs	8%	2%	17%	92%	3%	1%	3%	82%	13%	1%	5%	86%	5%	4%	5%
4	Contract with facility	4%	-	16%	96%	1%	-	2%	75%	13%	4%	8%	82%	3%	6%	9%
5	Other	6%	-	22%	91%	-	1%	5%	75%	13%	4%	8%	82%	3%	6%	9%

Interperiod Percentage of Independent Practice Revenue from Insurance



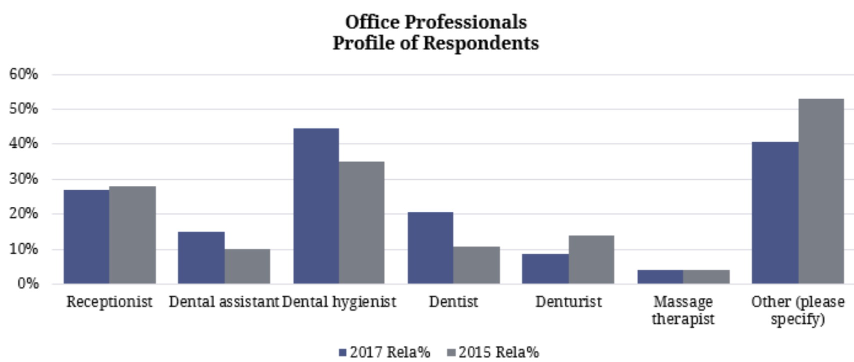
Respondents are more likely to report that private and employer health insurance represents a significant proportion of their revenues (48% indicate that these plans fund more than half of their revenues). This finding is a decrease from 2015 and 2013 when 51% and 57% of respondents, respectively, stated that 50% or more of their revenues were generated from private and employer health insurance. Public health programs, in contrast, are a far less important source of revenue for respondents (only 4% of respondents indicate that this source accounts for 50% or more of their revenue).

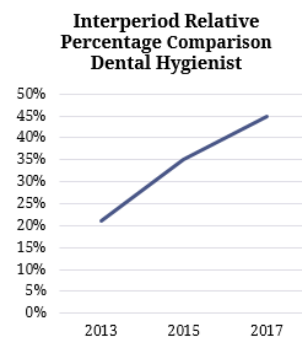
37. Independent Practice Office Professionals

Which of the following professionals are currently on staff or share your office space at your independent practice? (Please check all that apply)

	2017 RESULTS						Interperiod Comparison		
	Office Professionals	**Count**	**Rela %**	**Rank**	**GenSat**	**Sat Index**	**∆ from 2015**	**2015 Rela%**	**2013* Rela%**
1	Receptionist	77	**27%**	3	76%	5%	-1%	28%	20%
2	Dental assistant	43	**15%**	5	66%	-5%	5%	10%	7%
3	Dental hygienist	127	**45%**	1	66%	-5%	10%	35%	21%
4	Dentist	59	**21%**	4	59%	-12%	10%	11%	7%
5	Denturist	25	**9%**	6	75%	4%	-5%	14%	8%
6	Massage therapist	12	**4%**	7	64%	-7%	-	4%	7%
7	Other (please specify)	116	**41%**	2	66%	-5%	-12%	53%	6%
	NA/NR	28							
TOTAL		**312**					**Question modified from previous years*		

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.





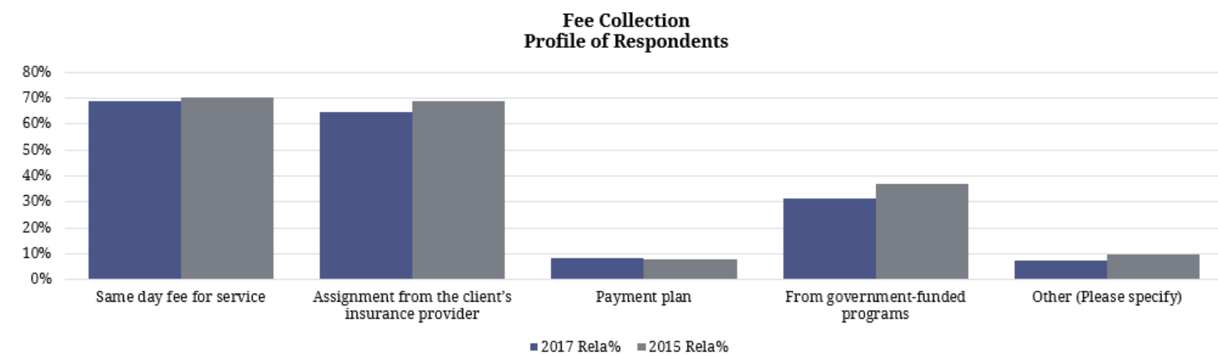
Many independent practitioners responded "other" to this question. Based on their comments, "other" generally means "none." This finding is aligned with the results from 2015, which revealed that more than half of independent dental hygienists operate without any of the staff listed in the question. The two most prevalent staff members hired are another dental hygienist (45%) and receptionist (27%).

38. Independent Practice Fee Collection

How do you generally collect fees? (Please check all that apply)

	2017 RESULTS						Interperiod Comparison		
	Fee Collection	Count	Rela %	Rank	GenSat	Sat Index	Δ from 2015	2015 Rela%	2013* Rela%
1	Same day fee for service	195	**69%**	1	70%	-2%	-1%	70%	-
2	Assignment from the client's insurance provider	183	**64%**	2	71%	-1%	-5%	69%	-
3	Payment plan	24	**8%**	4	95%	24%	-	8%	-
4	From government-funded programs	89	**31%**	3	83%	11%	-6%	37%	-
5	Other (Please specify)	21	**7%**	5	22%	NA	-3%	10%	-
	NA/NR	28							
TOTAL		**312**					**Question modified from previous years*		

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.

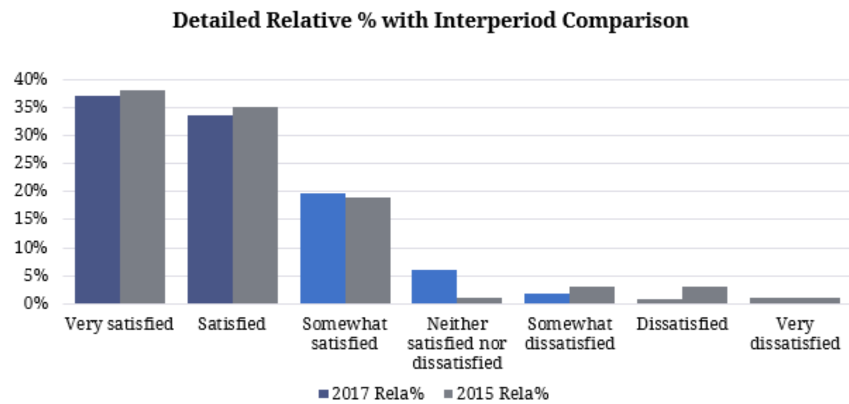


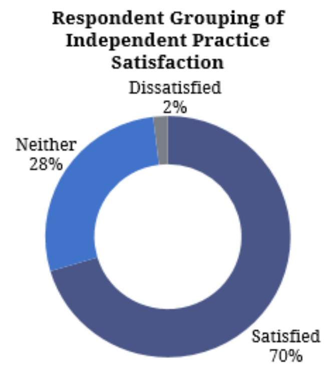
The majority of independent practitioners collect their fees on the day that services are provided (69%), followed closely by assignment from the client's insurance provider (64%). The least common method of payment collection is payment plan (8%). These findings are consistent with those from 2015.

39. Independent Practice Satisfaction

In general, how satisfied are you with your independent practice?

2017 RESULTS					Interperiod Comparison		
	Satisfaction	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Very satisfied	96	**37%**	1	-1%	38%	33%
2	Satisfied	87	**33%**	2	-2%	35%	33%
3	Somewhat satisfied	51	**20%**	3	1%	19%	-
4	Neither satisfied nor dissatisfied	16	**6%**	4	5%	1%	25%
5	Somewhat dissatisfied	5	**2%**	5	-1%	3%	-
6	Dissatisfied	2	**1%**	7	-2%	3%	6%
7	Very dissatisfied	3	**1%**	6	-	1%	3%
	NA/NR	52					
TOTAL		**312**			**Question modified from previous years*		





Levels of satisfaction with independent practice appear to be generally high, with 70% of respondents rating their satisfaction level as very satisfied or satisfied. This result compares to only 2% who rate their satisfaction level as dissatisfied or very dissatisfied. The average level of satisfaction is 2.09 on a seven-point scale (very satisfied, satisfied, somewhat satisfied, neither satisfied nor dissatisfied, somewhat dissatisfied, dissatisfied, and very dissatisfied).

40. Open Ended: Understanding Satisfaction

Please use the space below to explain why you selected the statement in the previous question in relation to your degree of satisfaction about your independent practice.

	Response	Mentions	Rela%	Rank
1	Freedom	32	30%	1
2	Client access	15	14%	3
3	Community contribution	9	8%	4
4	Physical challenge	5	5%	5
5	Restricting legislation	3	3%	6
6	Satisfaction	3	3%	6
7	Learning curve	3	3%	6
8	Flexible	2	2%	9
9	Cohesion	2	2%	9
10	Control	1	1%	11
11	Extra revenue	1	1%	11
12	Autonomy	1	1%	11
13	Lack of cohesion	1	1%	11
14	Space	1	1%	11
15	Client perceptions	1	1%	11
16	Financial strain	1	1%	11
17	Undervalued	1	1%	11
18	Lack of restources	1	1%	11
19	Quality	1	1%	11
20	Other	23	21%	2

The most common explanation from independent practitioners for their satisfaction is that they enjoy having more freedom to make their own decisions, which is associated with owning an independent practice. They appreciate having control over the equipment they use, hours they work, and time spent with clients. Points of frustration include restricted client access/public awareness, and the hurdles and expenses associated with an independent practice. For example, many independent practitioners are having difficulty promoting their practice to the public and are restricted in providing certain services such as prescribing medications and/or radiographs.

41. Open Ended: CDHA Support of Independent Practitioners

In the space provided below, please list any programs or services that CDHA could offer to help you succeed as an independent practice owner.

	Response	Mentions	Rela%	Rank
1	None	25	23%	1
2	Marketing help	22	21%	2
3	Business help	15	14%	3
4	Billing efficiency	9	8%	4
5	Set-up information	7	7%	5
6	Legal help	6	6%	6
7	EDI insurance	5	5%	7
8	Public education	5	5%	7
9	X-rays	4	4%	9
10	Community outreach	3	3%	10
11	Insurance	3	3%	10
12	Senior coverage	1	1%	12
13	More affordable options	1	1%	12
14	Referrals	1	1%	12

The three most common issues that independent practitioners would like assistance with are the same as in 2013 and 2015. The first is help with public awareness and marketing for dental hygienists working independently. Both a public campaign educating the public and marketing assistance for independent practitioners, including tools and education on how to promote their services, are identified as priorities. The second most common request is for entrepreneurial/business courses; several respondents propose more formal training for independent practitioners on the initiation and operation of small businesses. The third most common request is for improved support to encourage insurance companies to allow direct electronic billing.

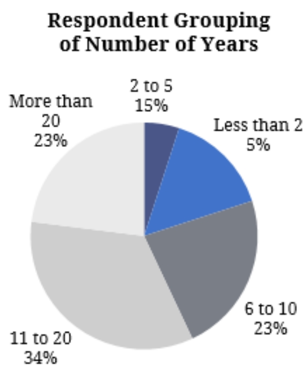
C.4. Future Plans

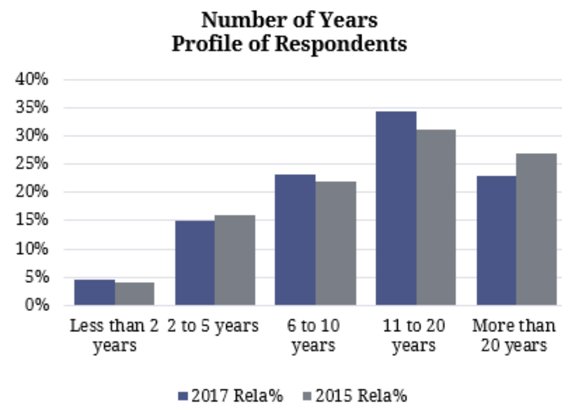
All respondents populate this section

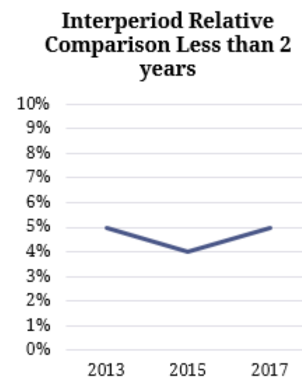
42. Remaining Years in Dental Hygiene Practice

Please indicate how many more years you plan to work in dental hygiene?

2017 RESULTS					Interperiod Comparison		
	Number of Years	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Less than 2 years	234	5%	5	1%	4%	5%
2	2 to 5 years	751	15%	4	-1%	16%	95%
3	6 to 10 years	1,157	23%	2	1%	22%	
4	11 to 20 years	1,716	34%	1	3%	31%	
5	More than 20 years	1,154	23%	3	-4%	27%	
	NA/NR	1,303					
TOTAL		6,315			*Question modified from previous years		







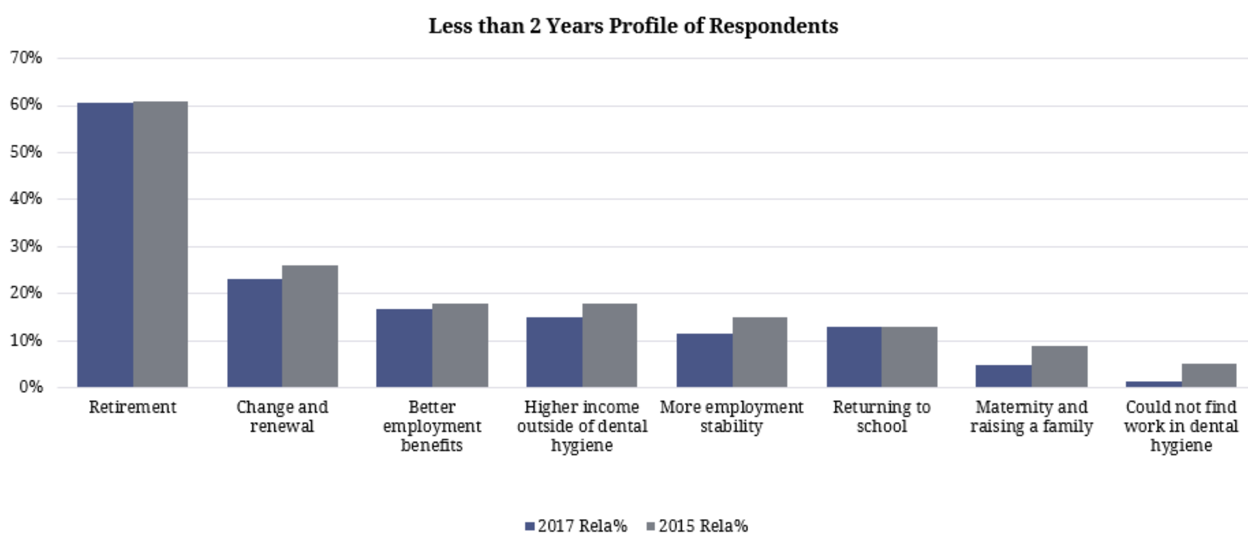
The majority of respondents plan to work more than 10 years (57%). The percentage of respondents who state that they plan to work less than two additional years (5%) is consistent with findings from 2015 (4%) and 2013 (5%).

43. Less Than 2 Years: Reason for Leaving the Profession

If you are planning to practise in dental hygiene for less than 2 years, what are the principal reasons for your plans? (Please check all that apply)

2017 RESULTS					Interperiod Comparison		
	Less than 2 years	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Retirement	142	**61%**	1	-	61%	52%
2	Change and renewal	54	**23%**	2	-3%	26%	28%
3	Better employment benefits	39	**17%**	3	-1%	18%	19%
4	Higher income outside of dental hygiene	35	**15%**	4	-3%	18%	22%
5	More employment stability	27	**12%**	6	-3%	15%	18%
6	Returning to school	30	**13%**	5	-	13%	15%
7	Maternity and raising a family	11	**5%**	8	-4%	9%	12%
8	Could not find work in dental hygiene	3	**1%**	9	-4%	5%	4%
9	Other	25	**11%**	7	-	-	-
	NA/NR	0					
TOTAL		234					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



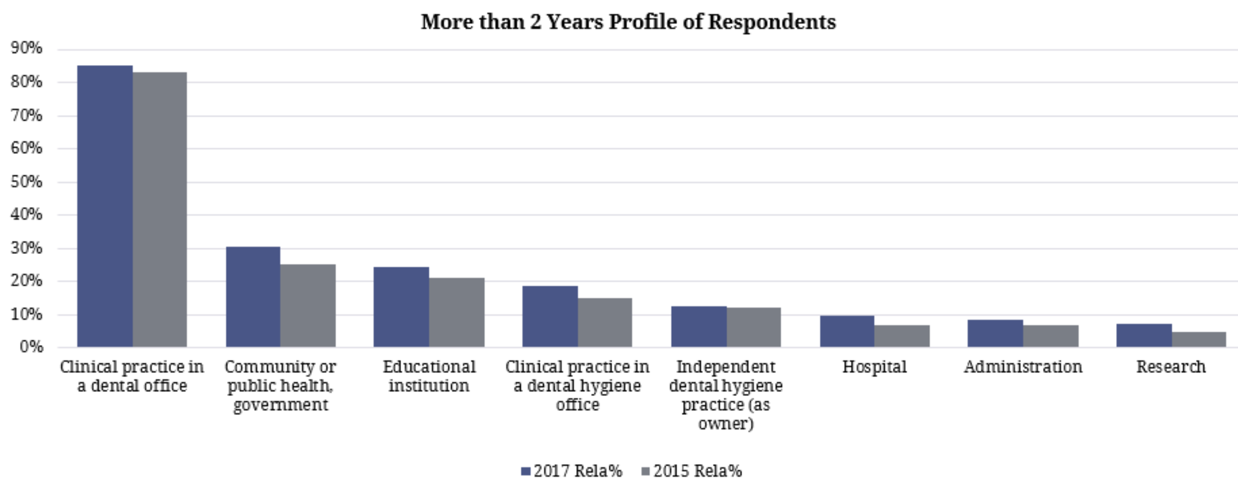
Interestingly, a majority of respondents (61%) say that retirement is the main reason why they will leave the profession within the next two years. Those who provide a reason other than retirement cite seeking change and renewal (23%), seeking better employment benefits (17%), and seeking higher income (15%).

44. More Than 2 Years: Preferred Work Setting

If you plan to continue practising for two or more years, please indicate in what setting(s) you would like to practise. (Please check all that apply)

2017 RESULTS					Interperiod Comparison		
	More than 2 years	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013 Rela%
1	Clinical practice in a dental office	4,361	**85%**	1	2%	83%	86%
2	Community or public health, government	1,555	**30%**	2	5%	25%	31%
3	Educational institution	1,257	**24%**	3	3%	21%	25%
4	Clinical practice in a dental hygiene office	959	**19%**	4	4%	15%	16%
5	Independent dental hygiene practice (as owner)	642	**13%**	5	1%	12%	15%
6	Hospital	499	**10%**	6	3%	7%	8%
7	Administration	438	**9%**	7	2%	7%	9%
8	Research	376	**7%**	8	2%	5%	6%
9	Residential care	367	**7%**	9	4%	3%	4%
10	Industry	183	**4%**	10	3%	1%	1%
11	Other	110	**2%**	11	-	-	-
	NA/NR	949					
TOTAL		**6,081**					

Please note that this question is a "check all that apply," and as such the count will add to a number greater than the total because respondents could choose more than one option, and the relative percentages will add to more than 100%.



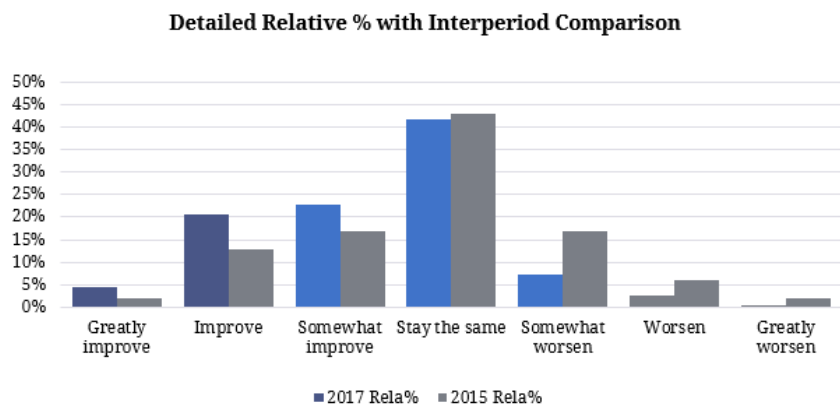
Of those planning to stay within the profession for two or more years, 85% are considering work in clinical practice within a dental practice (where the majority *currently* practise). Those looking for an alternative are most interested in other community or public settings (30%) or an educational institution (24%). It should also be noted that 13% of respondents who plan to continue for more than two years plan to move to an independent practice (as owner).

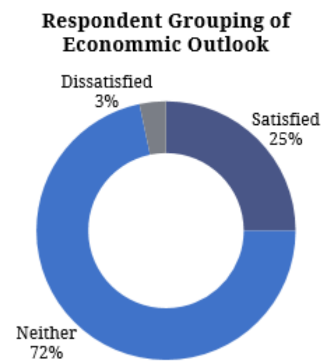
This question has been modified from previous years. In the 2013 survey, respondents were asked to select a maximum of three options, whereas since 2015, respondents are asked to check all that apply. Interperiod comparisons are, thus, limited.

45. Confidence in the Economy

Over the next year, do you think the economy in your town or city will:

	2017 RESULTS				Interperiod Comparison		
	Economy	Count	Rela %	Rank	Δ from 2015	2015 Rela%	2013* Rela%
1	Greatly improve	234	**5%**	5	3%	2%	-
2	Improve	1,065	**21%**	3	8%	13%	-
3	Somewhat improve	1,186	**23%**	2	6%	17%	-
4	Stay the same	2,161	**42%**	1	-1%	43%	-
5	Somewhat worsen	375	**7%**	4	-10%	17%	-
6	Worsen	141	**3%**	6	-3%	6%	-
7	Greatly worsen	30	**1%**	7	-1%	2%	-
	NA/NR	1,123					
TOTAL		**6,315**			**Question modified from previous years*		



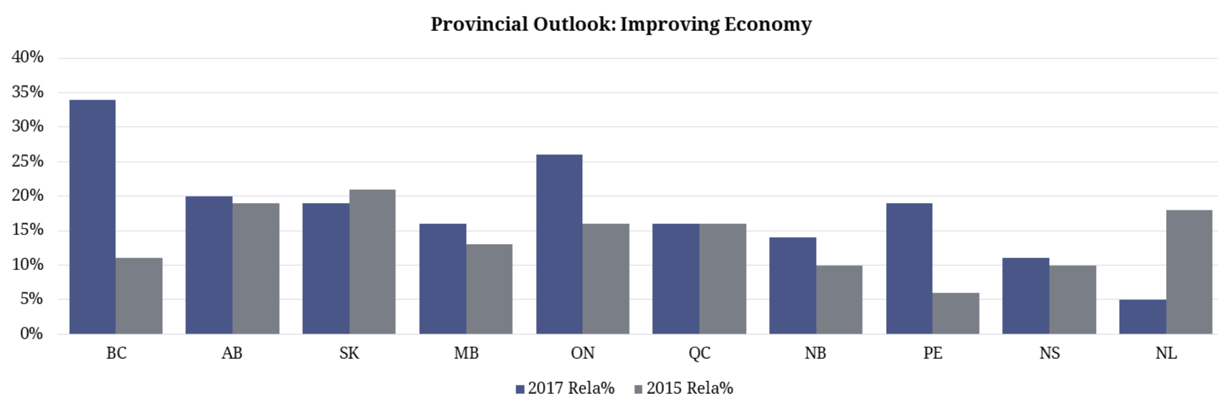


Most respondents believe that their local economy will remain the same over the next year (72%). The overall outlook "top two" on the direction of the economy has increased by 11% since 2015.

The province with the most positive economic outlook, as perceived by respondents, is British Columbia (34% report “greatly improve” or “improve”), followed by Ontario (26%), Alberta (20%), and PEI and Saskatchewan (both at 19%). The province with the most negative economic outlook, as perceived by respondents, is Newfoundland (5%).

SUMMARY		2017					2015			2013	
	Economic Outlook	Mean	Median	StdDev	Score	Top Two	Score	Top Two	Δ Top Two	Score	Top Two
1	BC	3.2	4.00	1.94	64%	34%	43%	11%	23%	-	-
2	AB	3.3	3.00	1.95	62%	20%	57%	19%	1%	-	-
3	SK	3.6	-	2.12	56%	19%	55%	21%	-2%	-	-
4	MB	3.6	4.00	1.25	57%	16%	56%	13%	3%	-	-
5	ON	3.4	3.00	1.96	60%	26%	54%	16%	10%	-	-
6	QC	3.5	3.00	1.85	58%	16%	50%	16%	-	-	-
7	NB	3.7	4.00	1.95	56%	14%	51%	10%	4%		
8	PE	3.5	4.00	1.97	59%	19%	50%	6%	13%		
9	NS	3.7	3.00	1.77	55%	11%	53%	10%	1%		
10	NL	4.2	3.00	1.80	47%	5%	55%	18%	-13%		

*Readers are cautioned about small sample sizes from the Yukon, Nunavut, and NWT.



D. Conclusion

The large number of completed questionnaires is consistent with the demographics of CDHA's membership as a whole and provides an excellent representation of dental hygienists in Canada with the exception of Quebec.

The higher number and calibre of responses would not have been possible without the staff and leadership at CDHA, who provided consistent support in ensuring that this project was a priority. And, of course, we thank the more than 6,300 members of the association who took the time to answer questions and provide insight.