



Determining a Fair Compensation Package for New Employees

Whether you are starting a new job, are hiring a new employee for your dental practice or wanting to ask for an increase in your compensation for your current position, there are some important factors to consider. The following article gives an overview of what will be involved in making a decision on what would be fair compensation and understanding what that might include.

Employers will want to determine a fair and equitable salary for their dental staff in an objective manner. Several factors will need to be considered, including: education, experience, credentials, the responsibilities of the job, job performance, hours of work, circumstances unique to the position or employment environment and the economic environment of the community in which the dental practice is located. Supply and demand are also important factors when considering compensation packages offered for employment in industries where there is fluctuation in the number of jobs available or in the number of qualified people available to fill jobs.

When looking at salary, be aware that this is often just one piece of the compensation package that will be offered to an employee. Benefits have monetary value and must be included in the total value of the compensation offered or accepted. In any comparison, you need the net value of the total compensation packages to see the true picture. How can you compare the salary of a Certified Dental Assistant who works PT and receives no benefits with another who works FT and receives many benefits, unless you have the complete data in both situations? Don't make the mistake of comparing apples to oranges.

Surveys are one of the tools that both employers and employees can use as a resource when negotiating compensation. Local surveys are often more valuable than larger surveys covering greater geographic areas because they are more indicative of the economics of that particular community and data can vary considerably between geographic regions. Accredited Dental Assisting Schools keep a record of graduate salaries through graduate student surveys to assess trends for their

incoming students to be aware of. What all surveys do indicate, however, is that those with more education or credentials are paid more and those with more experience are paid more.

Over the past few decades, there has been a gigantic leap in the use of technology in the provision of dental care. This technology has most definitely increased the overhead for dental employers and the profit margin for many practices has dropped significantly over the years. To compensate for increased overhead, dental fees have also increased to keep up with rising costs for staffing, equipment, insurance and the impact of OHS, IPC and other standards that must be met.

The current reality is that dentistry has become a very high tech oral health delivery process that requires teamwork and collaboration between several dental health professions. Each individual involved in the delivery of dental services must have specialized education, knowledge and competencies to contribute to the successful provision of oral health care to patients. A working knowledge of current technologies and equipment, adherence to OHS, IPC and other standards, maintaining competency and regular upgrading of credentials are all requirements for the working dental professional.

The CDABC provides salary survey reports on the website at this link:

<https://www.cdabc.org/employment/employment-resources/>

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