



Certified Dental Assistants
of British Columbia



2018 Employment Survey

The 2018 CDABC Employment Survey Report is part of an ongoing series designed to help CDABC gain an understanding of the characteristics of the profession and to share the information with professionals in the field. The report is provided as a member benefit to CDABC members, and is also available for sale to non-members. The survey prior to this one was conducted in 2016.

The survey was conducted online between October 3, 2018 - February 8, 2019. The survey was sent out to the CDABC members email list of 843 people. The survey was promoted on the CDABC website, social media platforms, and in the enewsletter. We received 374 responses – a response rate of 44%. This is higher than previous years where we received a response rate of 28%.

Report Highlights:

Employment

96% of respondents were currently employed in the dental field, with 78% working as clinical assistants in a dental practice. The majority (72%) intended to be in the dental field in five years, with 10% intending to leave the dental field. The proportion of respondents who are not currently employed in dentistry has decreased in comparison with previous survey reports, at only 4% (previous reports showed 9% - 16%). A little over one fifth of respondents had a secondary employment position.

Unemployment

Respondents were torn when asked to estimate the number of unemployed CDAs, with 45% guessing the figure was lower than 1%, and 8% estimating the figure stood at more than 10%. Of those respondents who were not employed in the dental field, 46% were actively seeking work in the field. 75% had been looking for one month or less, with another 25% spending ten months or more seeking employment.

Wages

The average gross hourly was for certified dental assistants is \$27.15 with the median at \$26 an hour.

Overtime

61% of those who worked overtime were compensated for doing so. 72% of those respondents received time and a half for overtime work.

Benefits

91% of respondents received some kind of employment benefit. The most common employment benefits were dental care; uniform/clothing allowance; continuing education; and convention registration. Thirty percent of respondents receive extended health insurance as an employment benefit. While many were covered by some of other form of health insurance, 39% of respondents did not receive any extended health insurance coverage from any source.

Satisfaction

53% of respondents said that they had 'overall satisfaction' with their job. The main attraction to the CDA profession was the ability to help others.

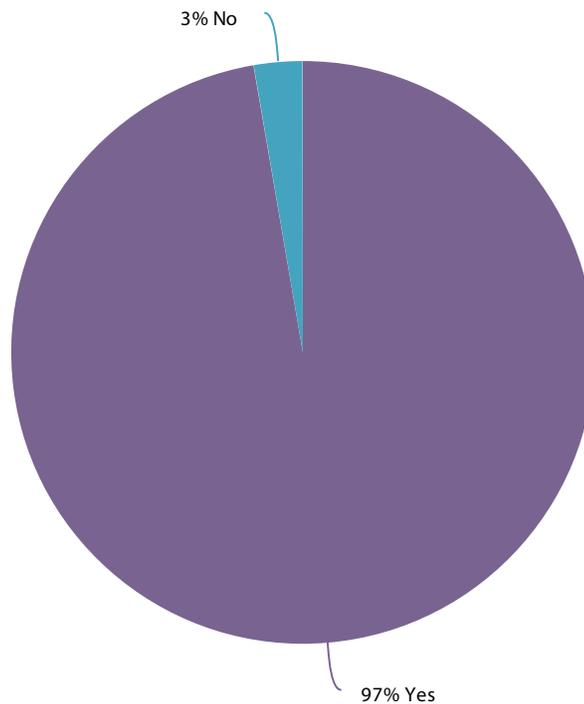
Report for CDABC Employment Survey 2018 - 2019

Response Counts

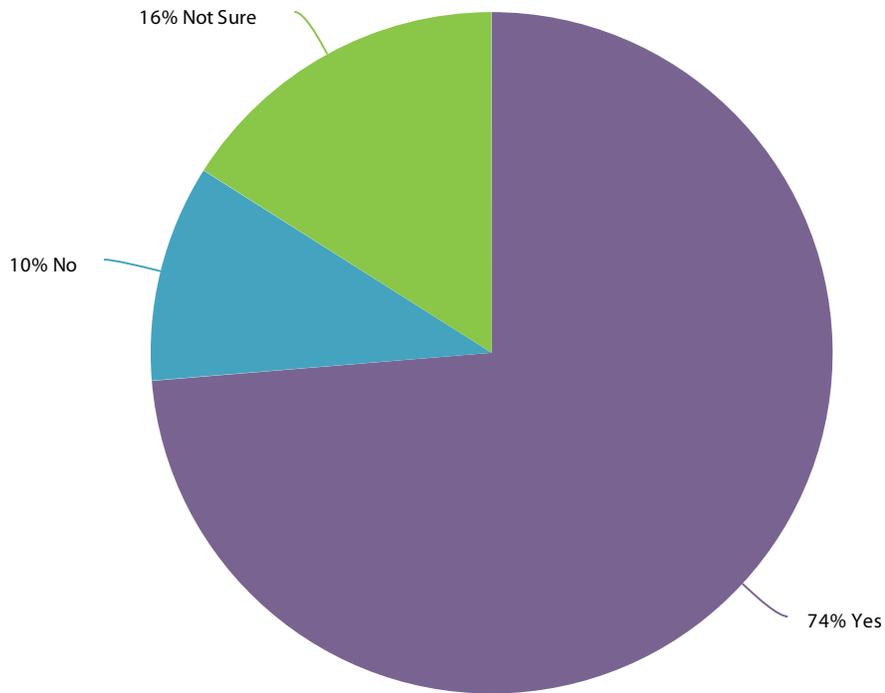


Totals: 300

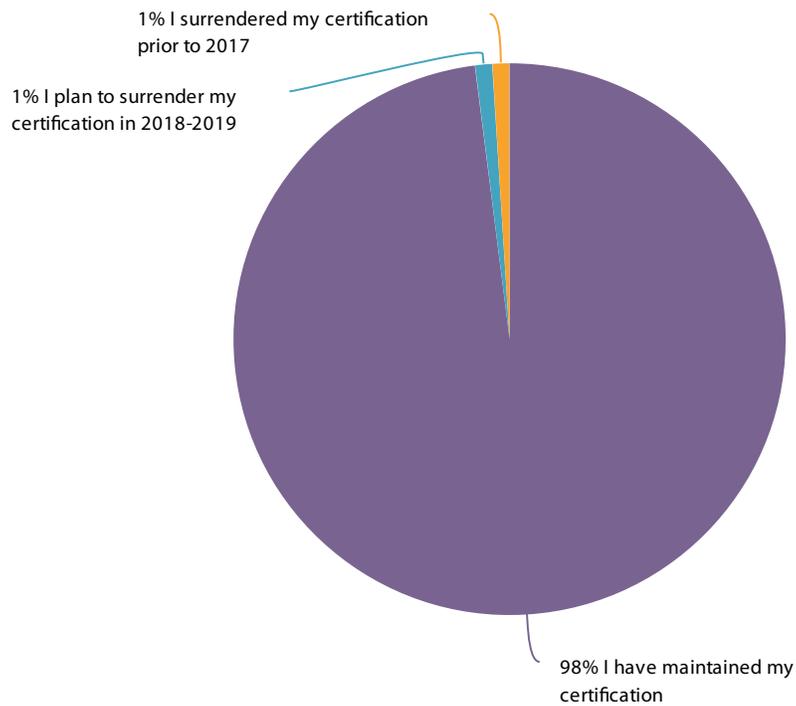
2. Are you currently employed in the dental field?



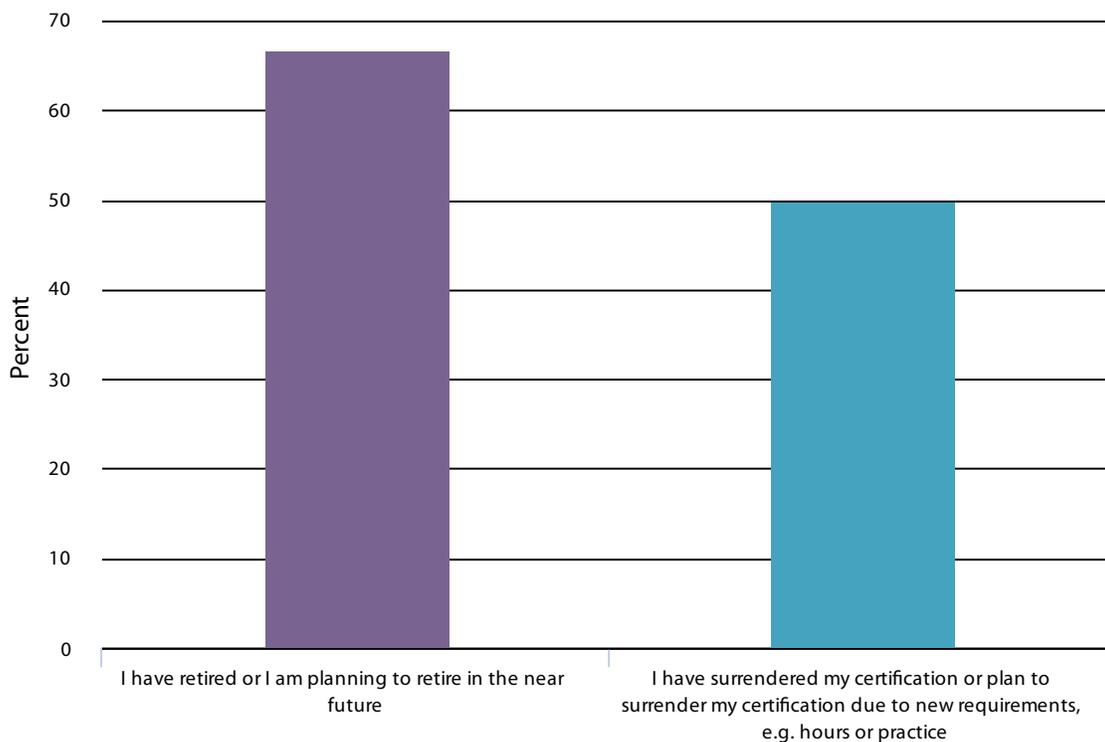
3. Do you anticipate being employed in the dental field in five years?



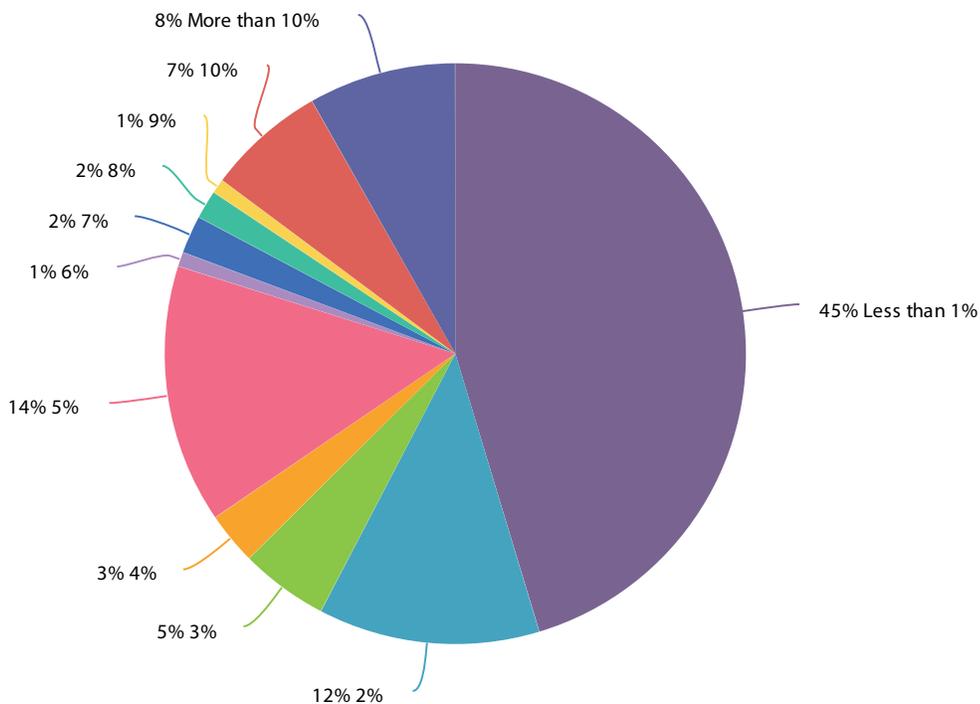
4. Select your current College of Dental Surgeons of BC Certification Status.



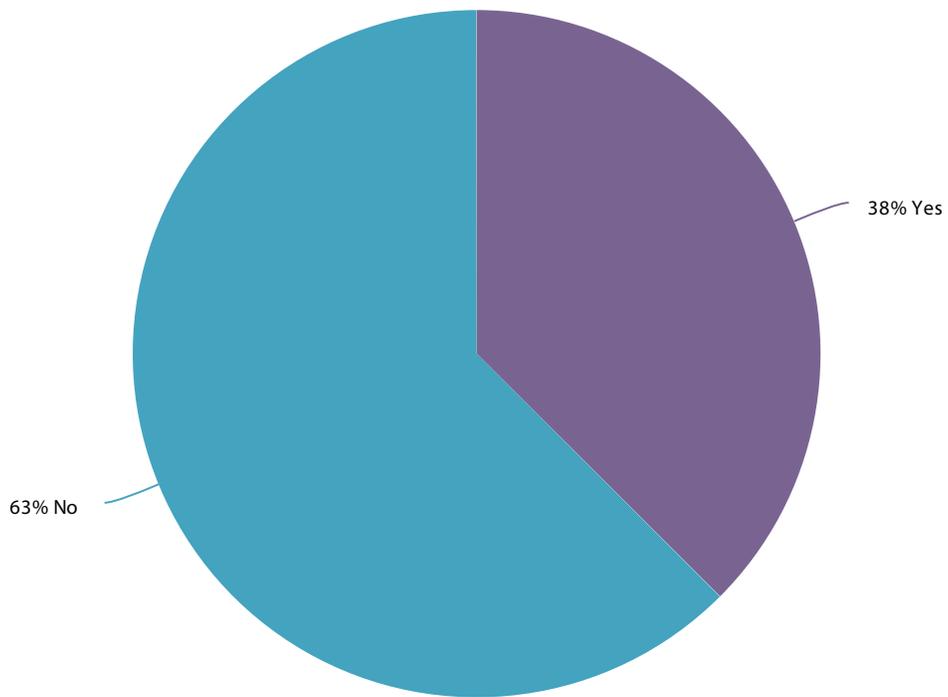
5. If you have surrendered your certification, or plan to surrender your certification, click the boxes to let us know your situation. Click all that apply. Otherwise, go on to the next question.



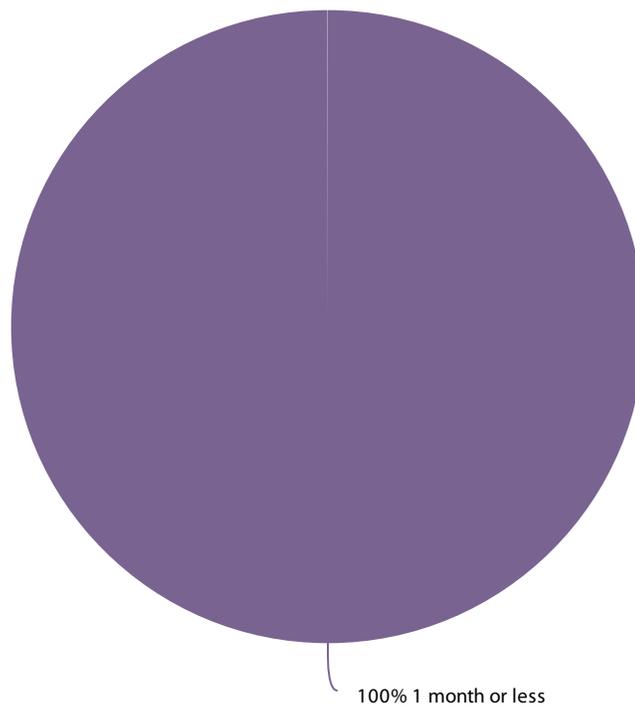
6. We would like to make an approximation of the unemployment rate for certified dental assistants in British Columbia. Please click the button below that corresponds to your best guess of the percent of certified dental assistants who are currently looking for work in your area but cannot find a job in their field. You may choose to skip this question if you'd prefer not to answer.



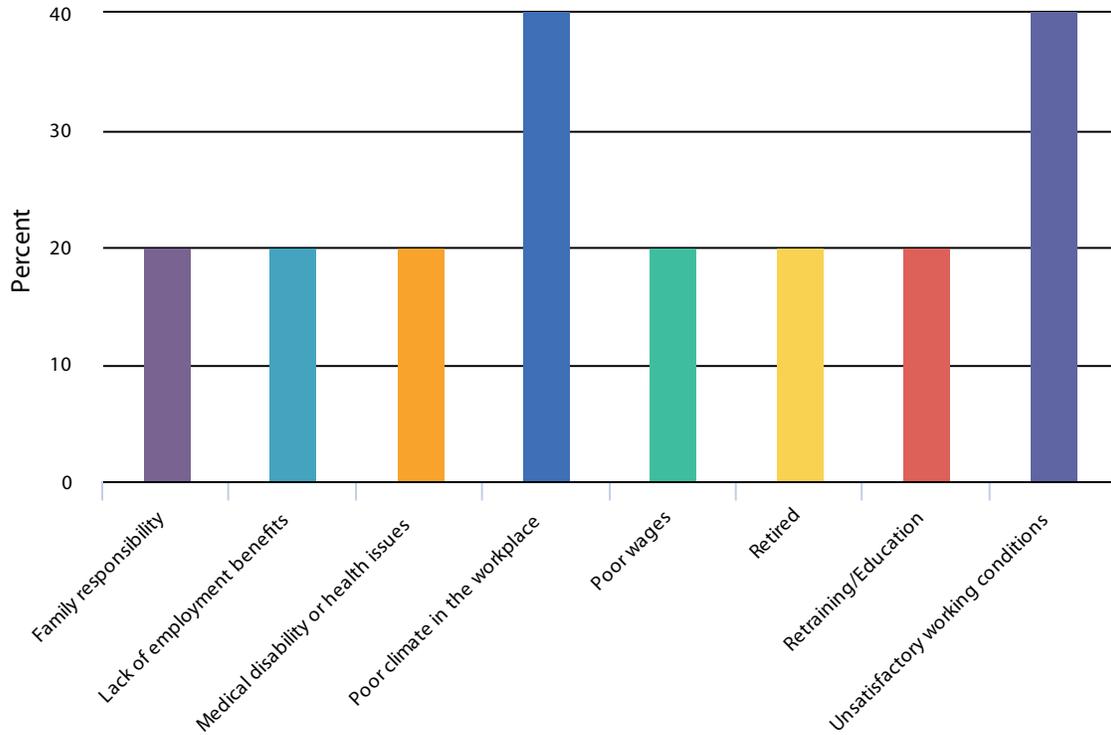
7. If you are not employed in the dental field, are you seeking employment in the dental field?



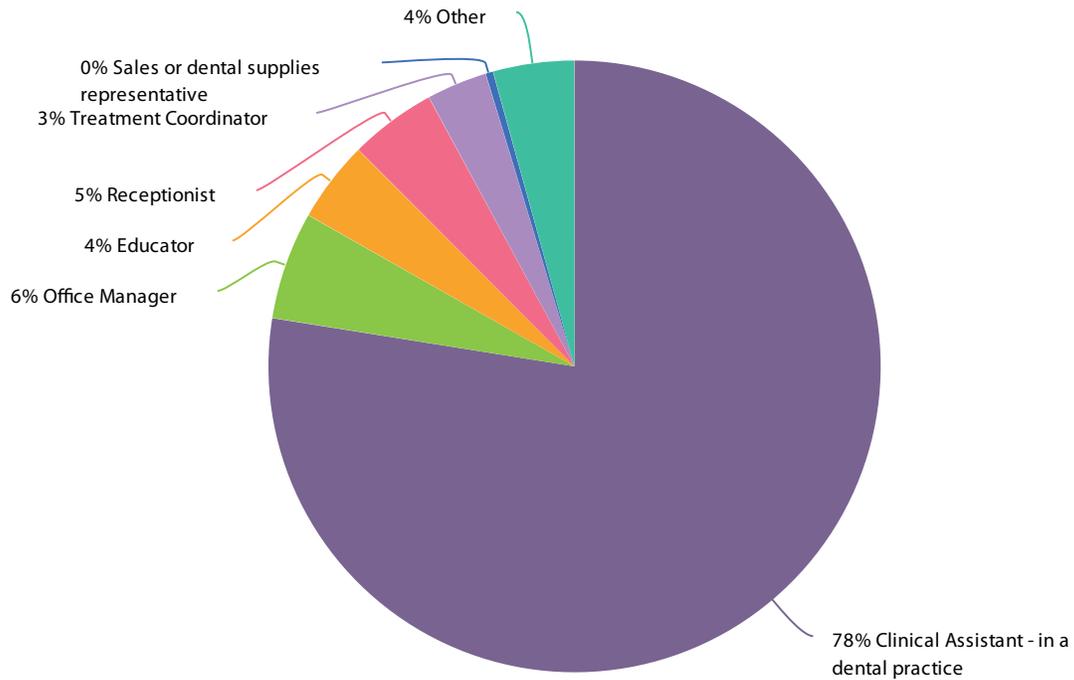
8. Please indicate the number of months you have been seeking employment in the dental field (if applicable).



9. If you are not seeking employment in the dental field, please click all the boxes that describe why.



10. What is your primary employment position?



11. If you answered "Other," please identify your primary employment position in the space below.

Small office, do Chairside, prophylaxis, reception, some ordering. Like, a bit of everything.

dental princess

Orthodontic CDA/Trainer

I am a clinical assistant and receptionist. I'm the only employee at the moment

Public Health Dental Assistant

We do clinical, treatment coordinator & reception duties. We are all cross trained.

Sterilization

clinic ass as well as back manager

reception/cda

I'm also doing reception

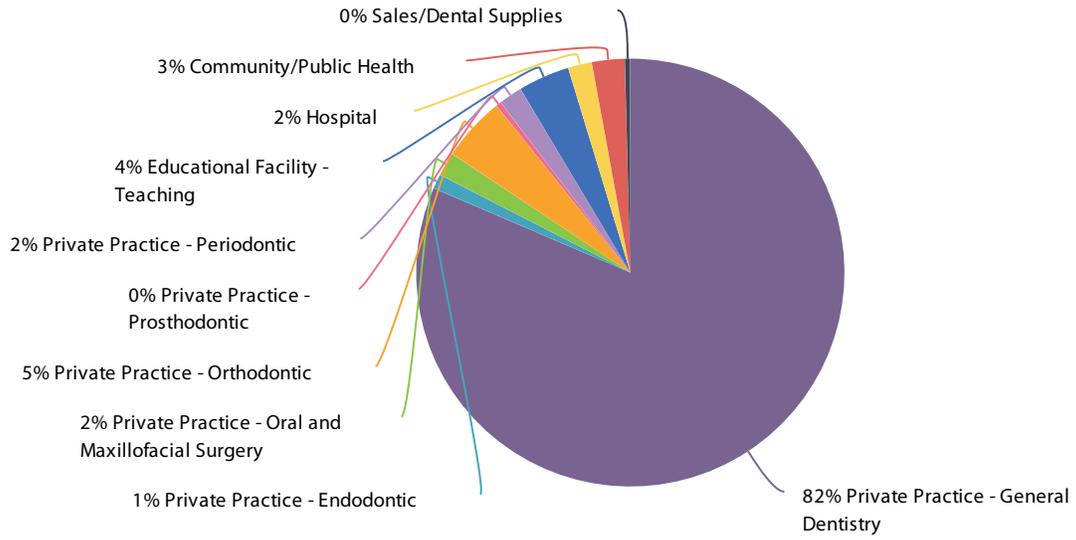
RDH but I provide CDA coverage as needed

CDA, Manager & Agency Owner

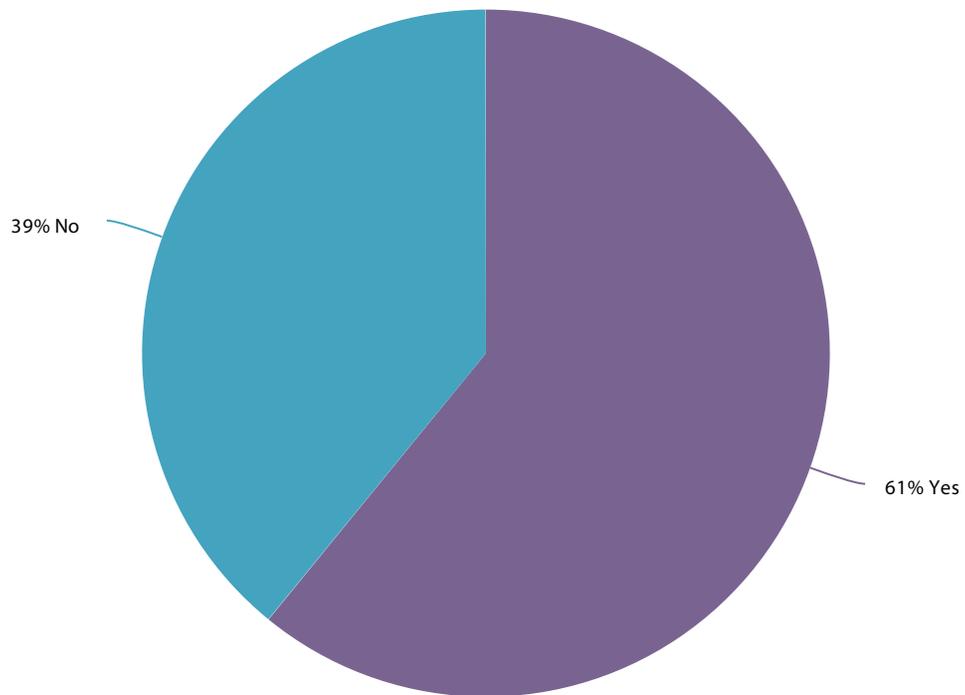
CDA/reception

Practice consultant

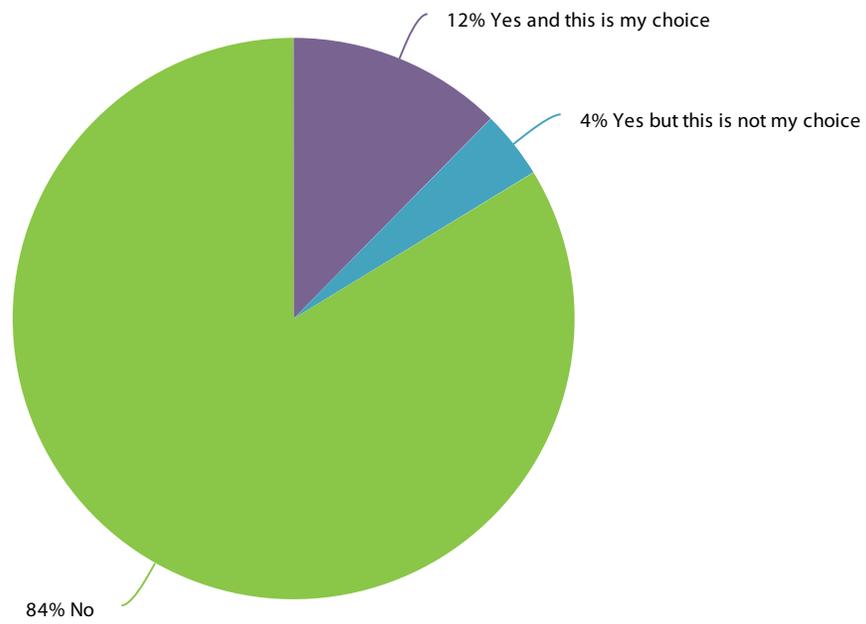
12. Please click the button below to indicate your primary work setting.



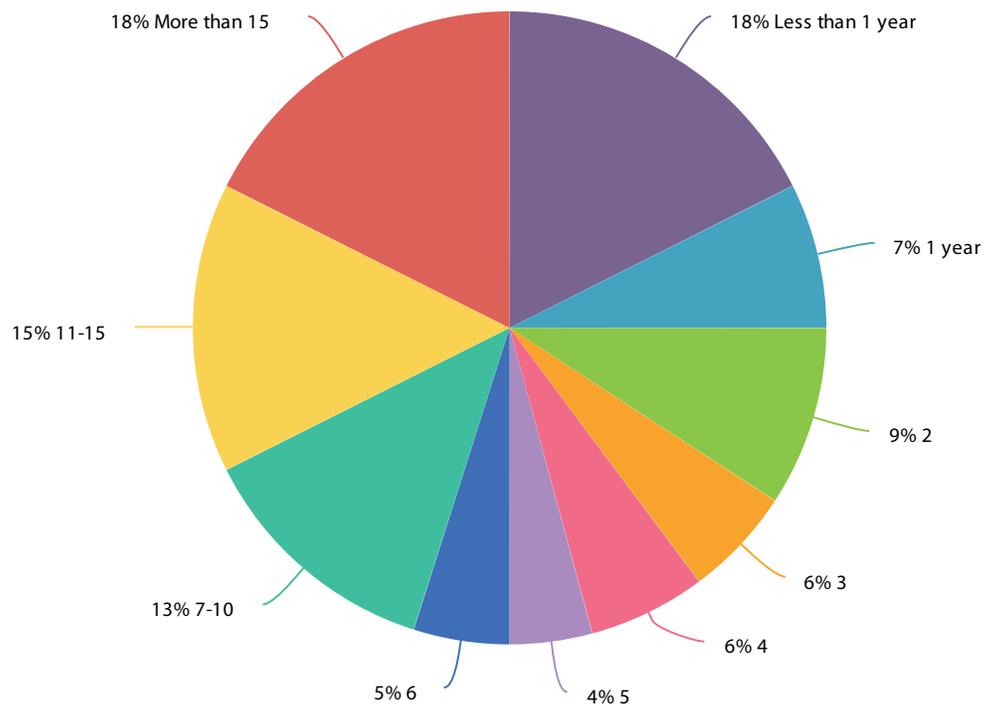
13. Are you a member of a union?



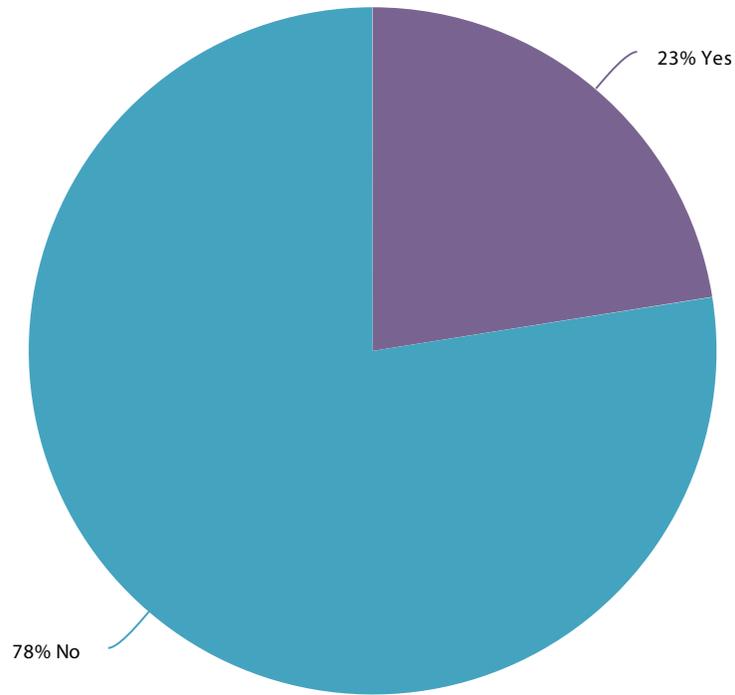
14. Do you job share?



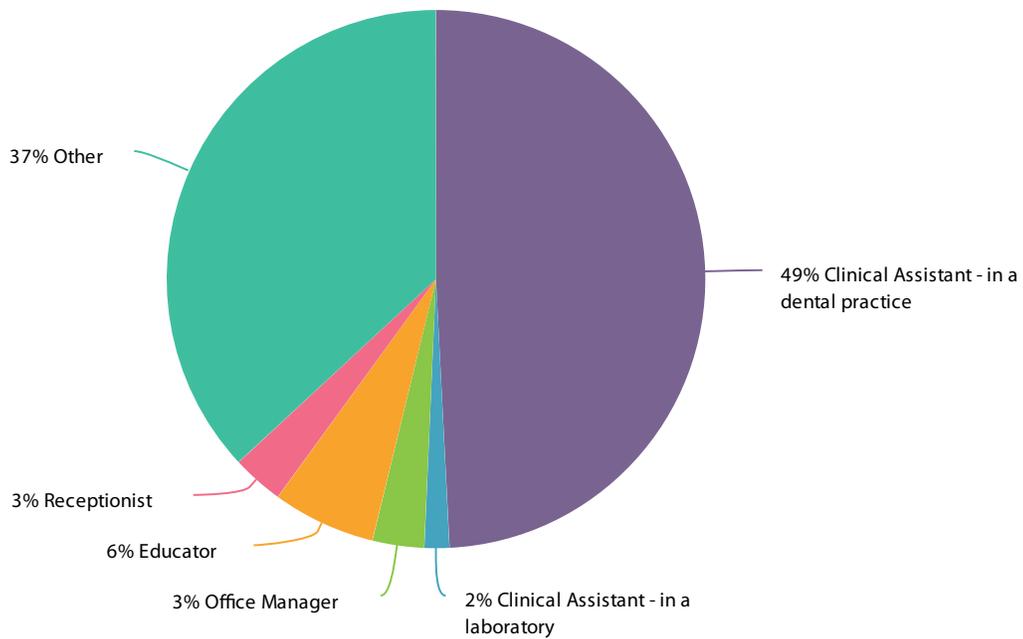
15. Please click the button below to indicate the number of years you have been working for your primary employer.



16. Do you have a secondary employment?



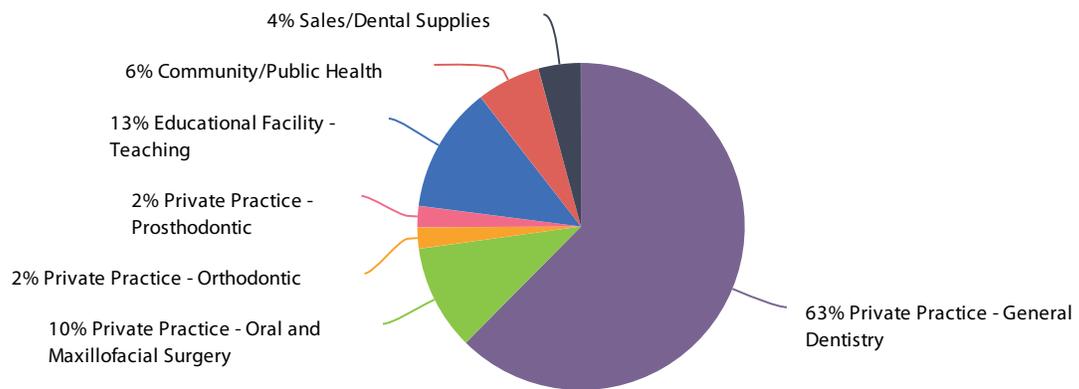
17. What is your secondary employment position?



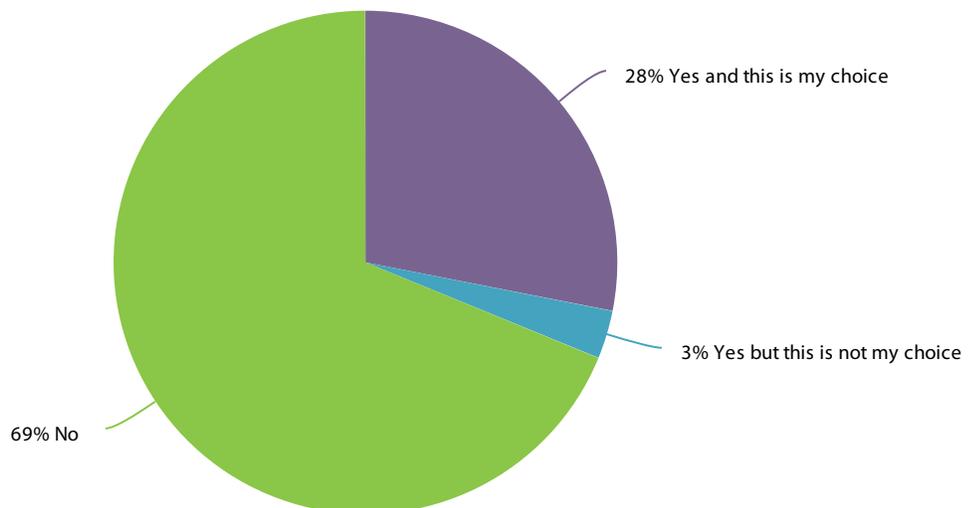
18. If you answered "Other," please identify your secondary employment position in the space below.

demonstrator	Dental Meeting Planner
Human Resources	Cda
Dental Meeting Planner	RCMP Detention Guard
Preschool daycare educator	Home based craft business
other field	CDA
Hairstylist	vet clinic
BookKeeper	Temp cda
NDAEB Session Facilitator	I have two other jobs both in the serving industry.
temp as CDA and catering	Self employed
Cashier	union position unrelated. And temping dental
Housekeeper for hotel	Veterinary Field
not dental related	
Human Resources Coordinator	
Admin for a refrigeration company	

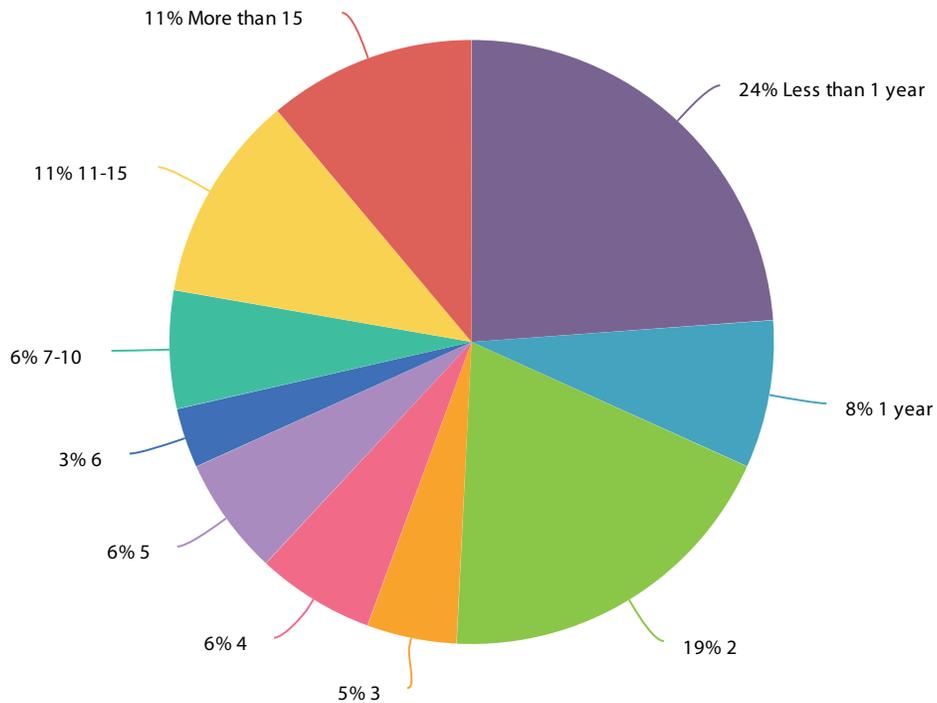
19. Please click the button below to indicate your secondary work setting.



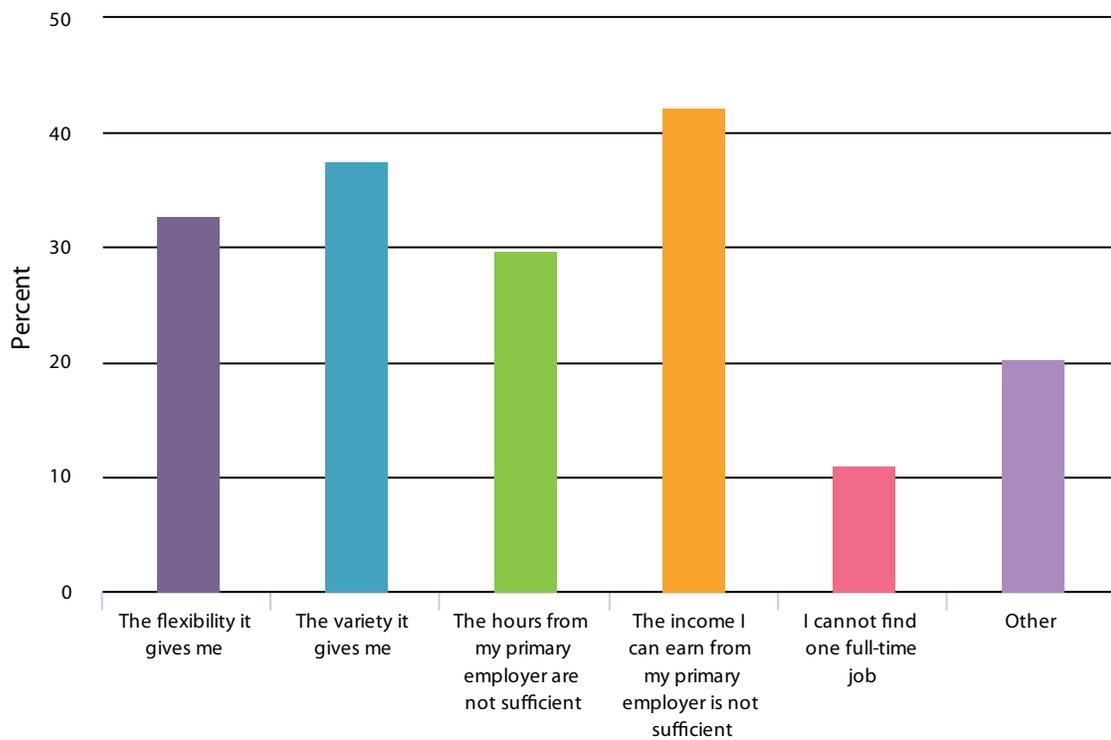
20. Do you job share for your secondary employment?



21. Please click the button to the right to indicate the number of years you have been working for your secondary employer.



22. Please click the boxes that represent reasons for you to have a second employer. (Check all that apply)



Responses to Other:

income/benefits

I love working with children and I don't feel as if I can give that job up as of right now.

I do my husbands books

I have 2 secondary employers in private dental offices: one general and the other orthodontic

Professional growth

Only work there once a month.

I wanted to work 5 days a wk, vs the typically 4 days a wk in dental

I help out my friends company

I need to supplement my income for savings, vacation etc.

Our town is less than 1000 people. Dental Office is only open 2 days per week

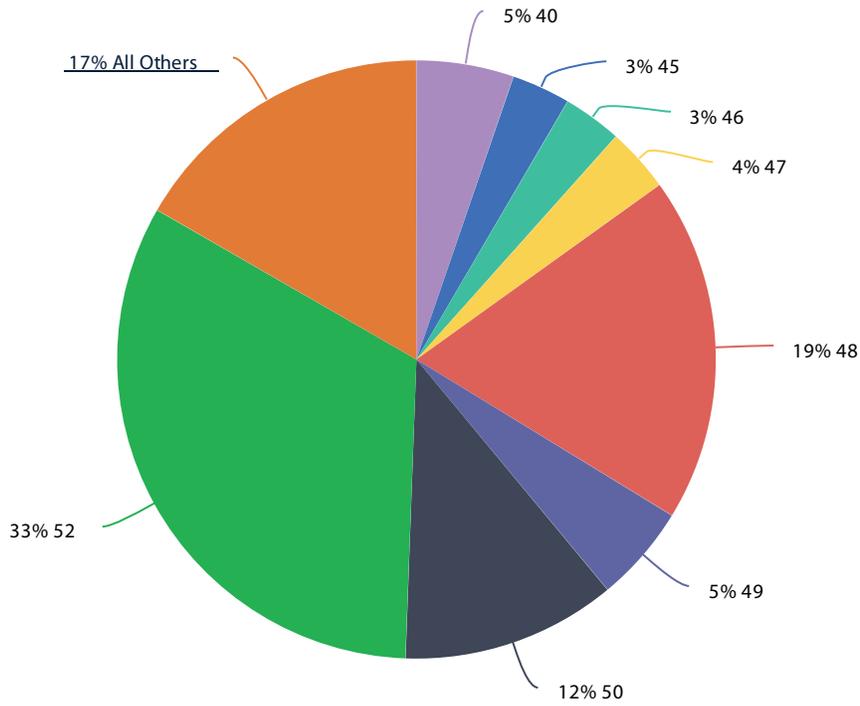
I quit my job and they asked me to stay on a couple of Fridays a month

I operate my own side business, using my hobbies and skills I have developed over the years

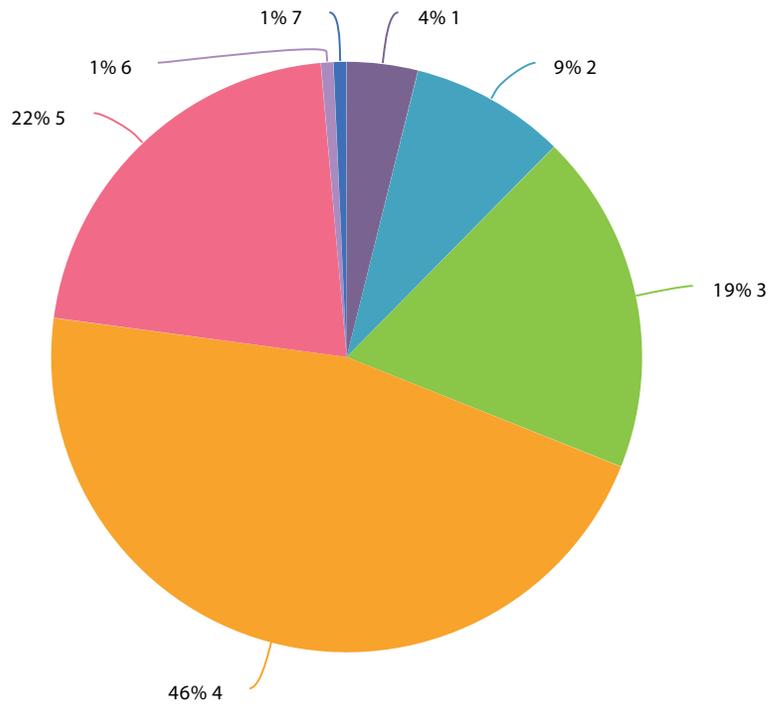
Cda temping while in rdh school

pay is not enough to live on

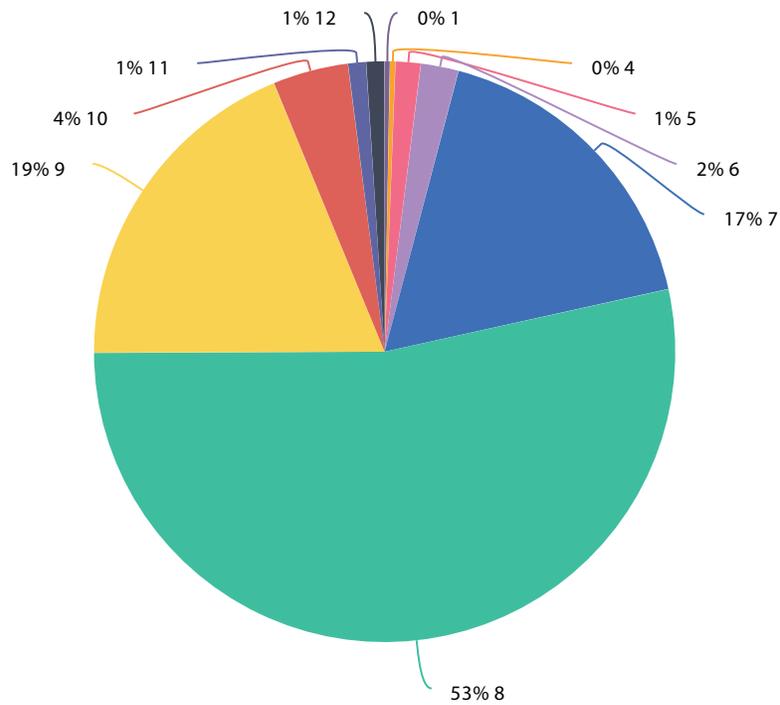
24. Please click the button below to indicate the number of weeks per year you typically work at your primary position, including vacation.



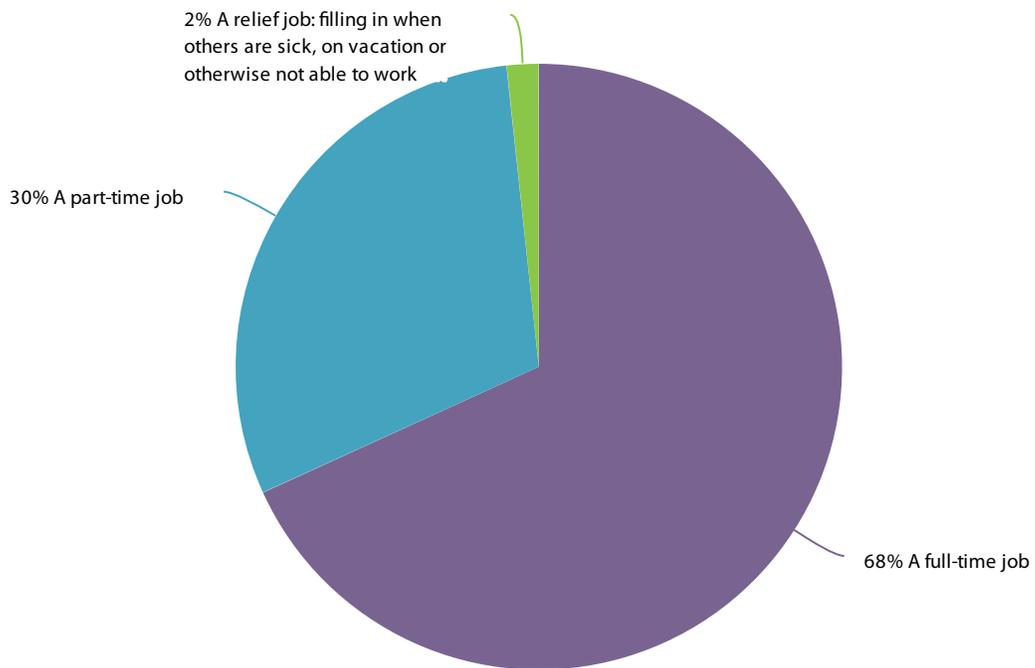
25. Please click the button below to indicate the number of days per week you typically work at your primary position.



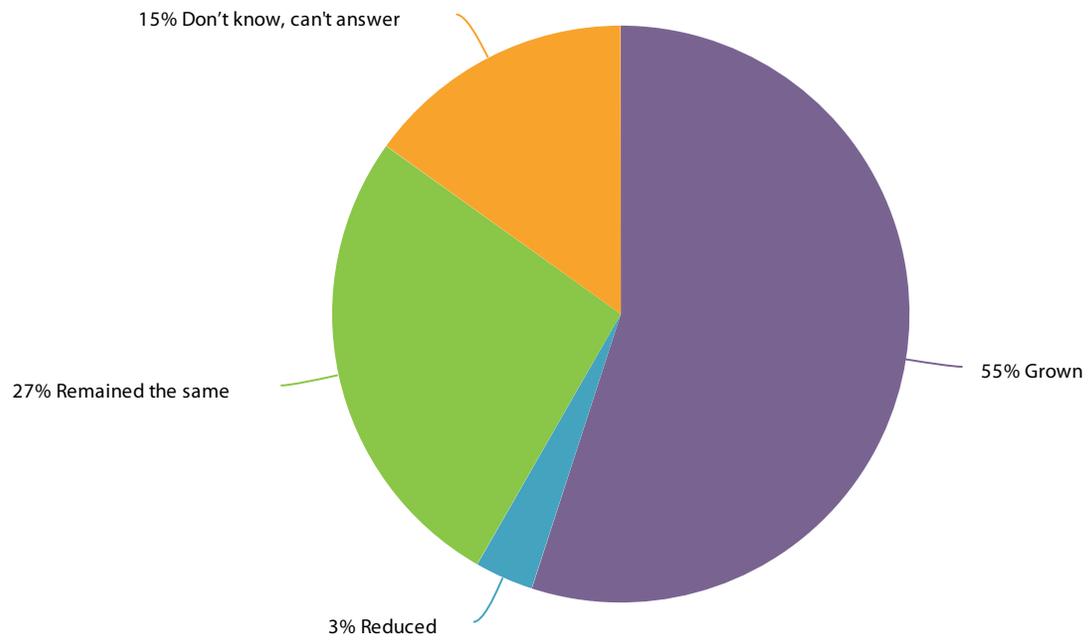
26. Please click the button below to indicate the number of hours per day you typically work at your primary position.



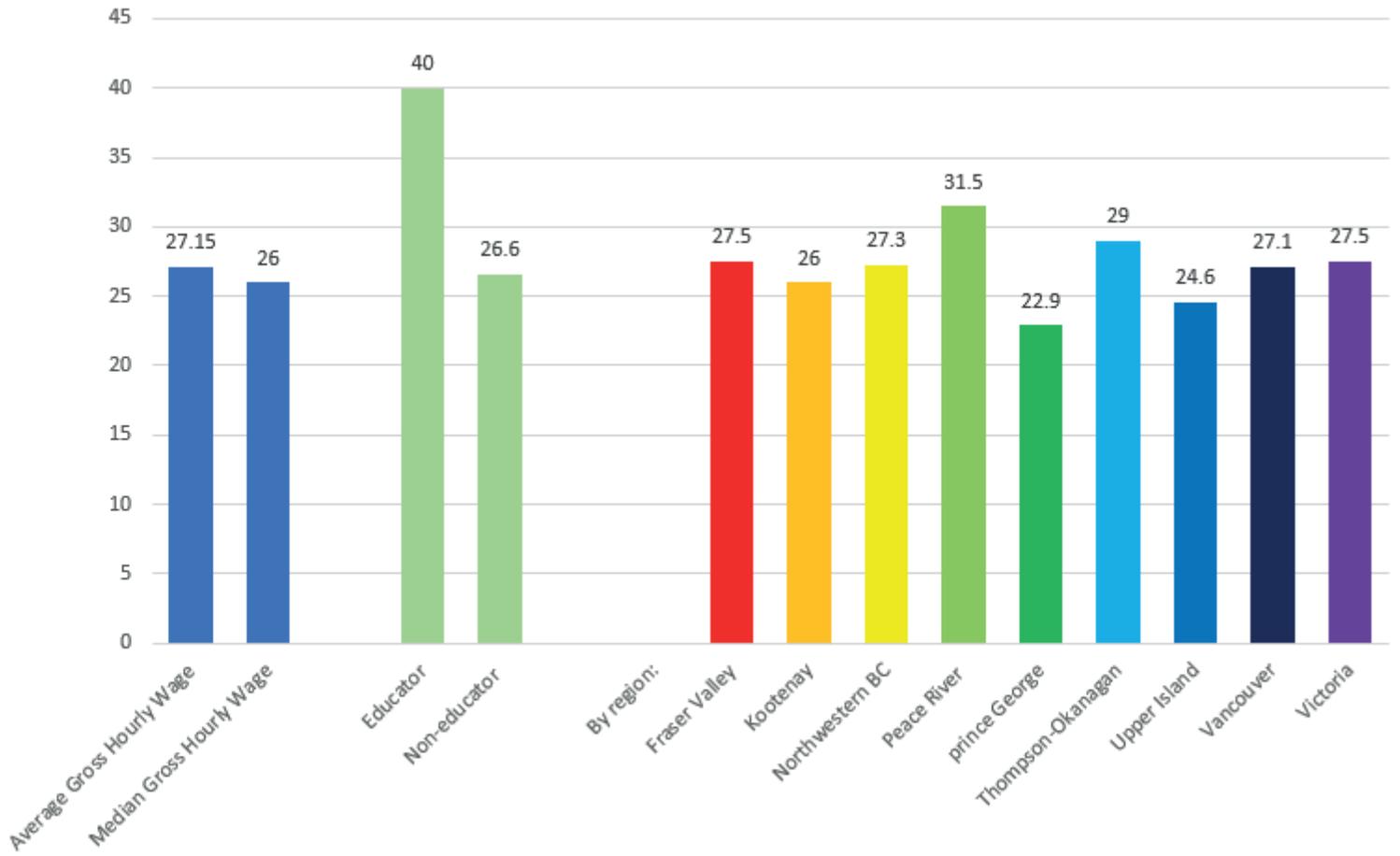
27. Would you best categorize your primary employment as:



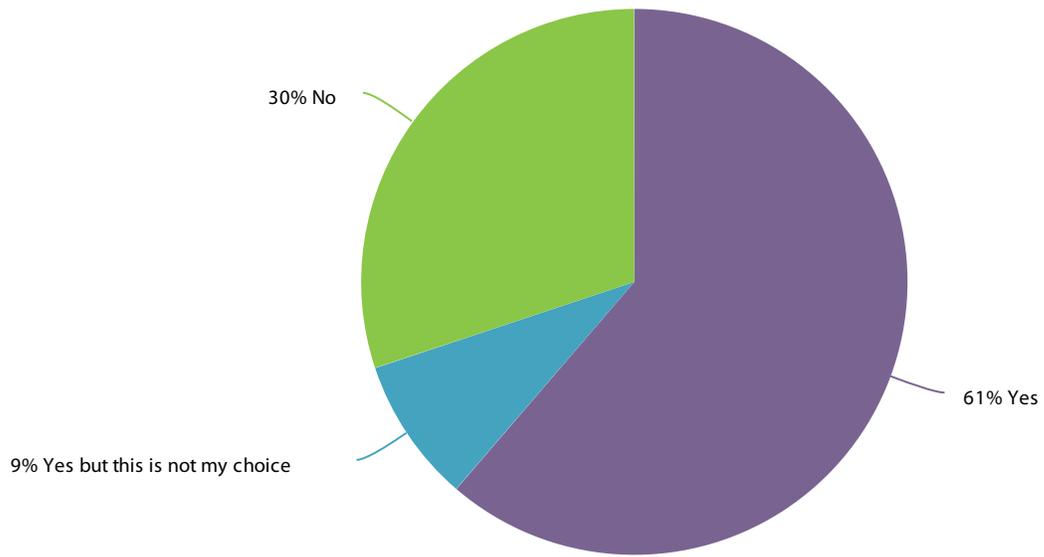
28. Over the past year, has the practice



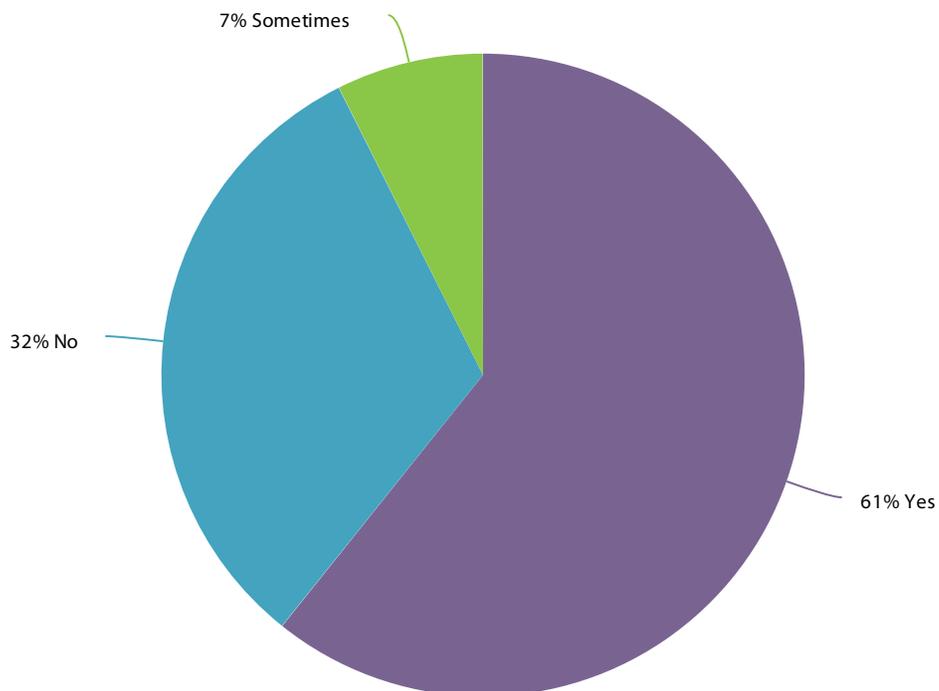
29. Please use the space below to indicate your gross hourly wage (your hourly wage before taxes and other deductions) at your primary position.



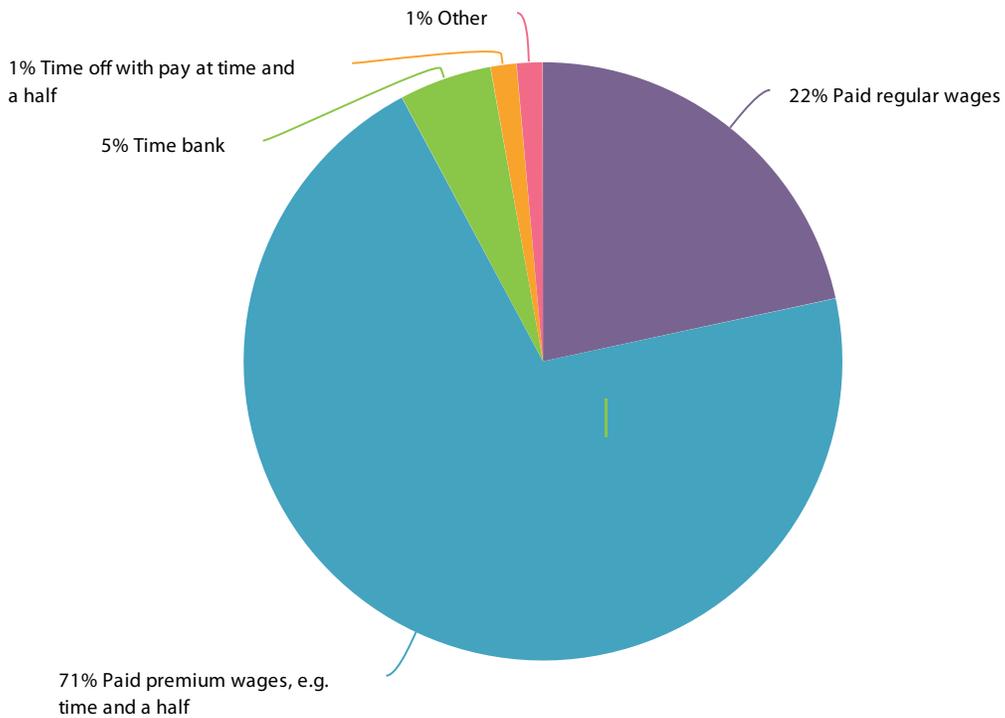
30. Thinking of only your primary position, do you ever work overtime?



31. Thinking of only your primary position, are you compensated for your overtime work?



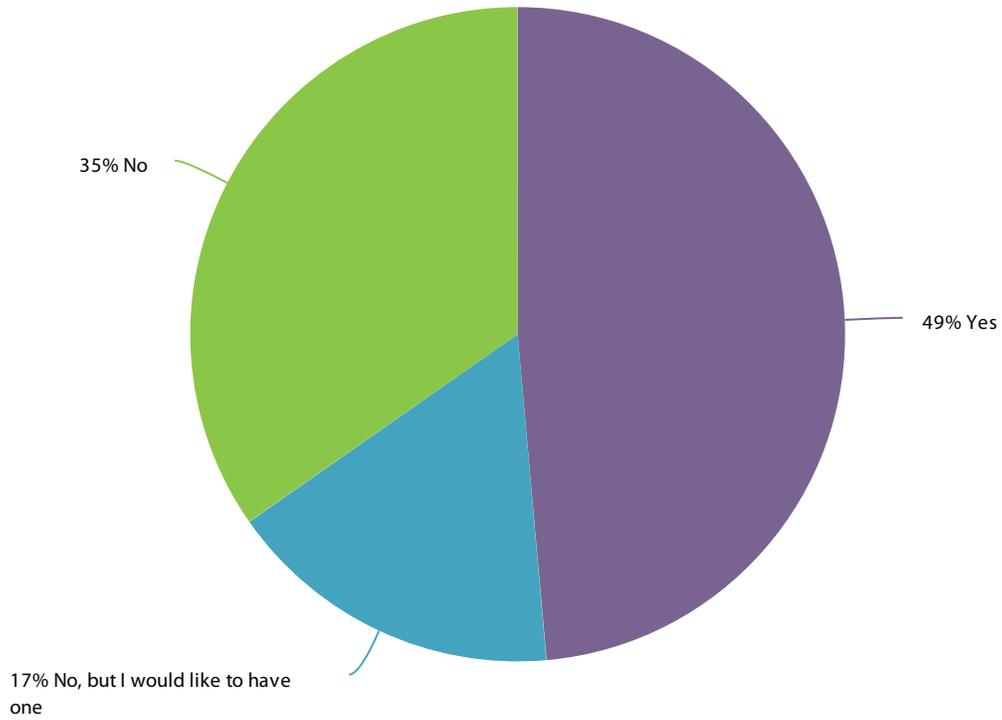
32. Thinking of only your primary position, how are you compensated for your overtime work?



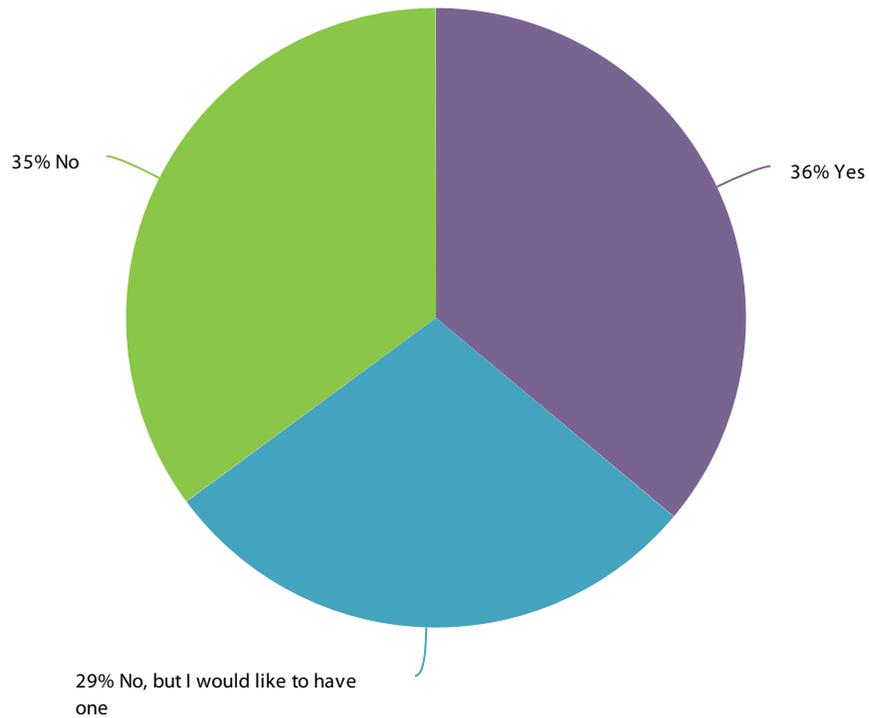
33. If you answered "Other," please elaborate in the space below

- variance in place as we work 2 long days per week
- gift cards, trips
- variance in place as we work 2 long days per week
- Time and a half- with complaint.
- I bank the time
- variance in place
- They try to make sure we don't get overtime
- its regular pay for overtime
- bonused holiday days, gift cards
- Some days I stay late... others I leave early
- Clearly my employer knows the laws!

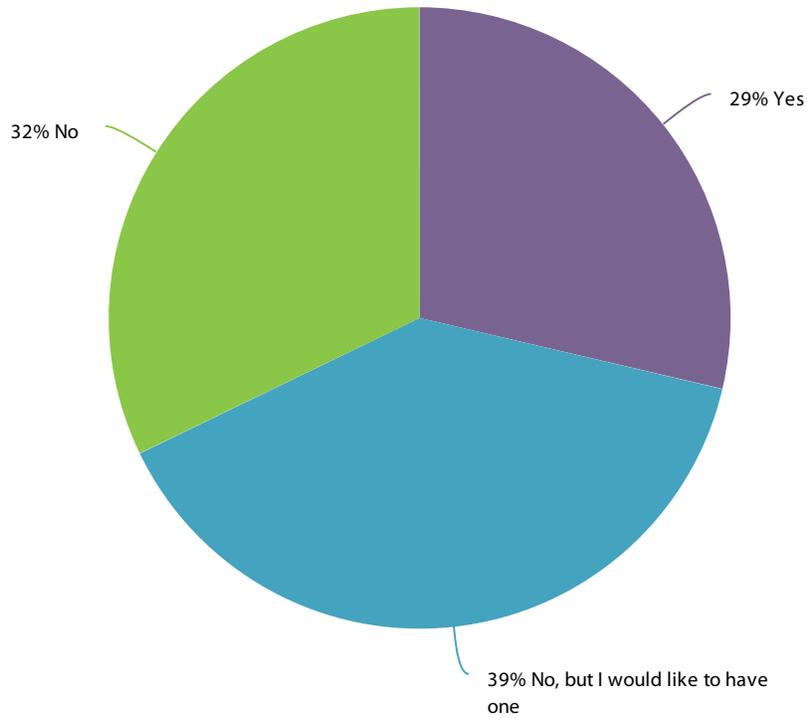
34. Thinking of only your primary position, do you have a written employment contract?



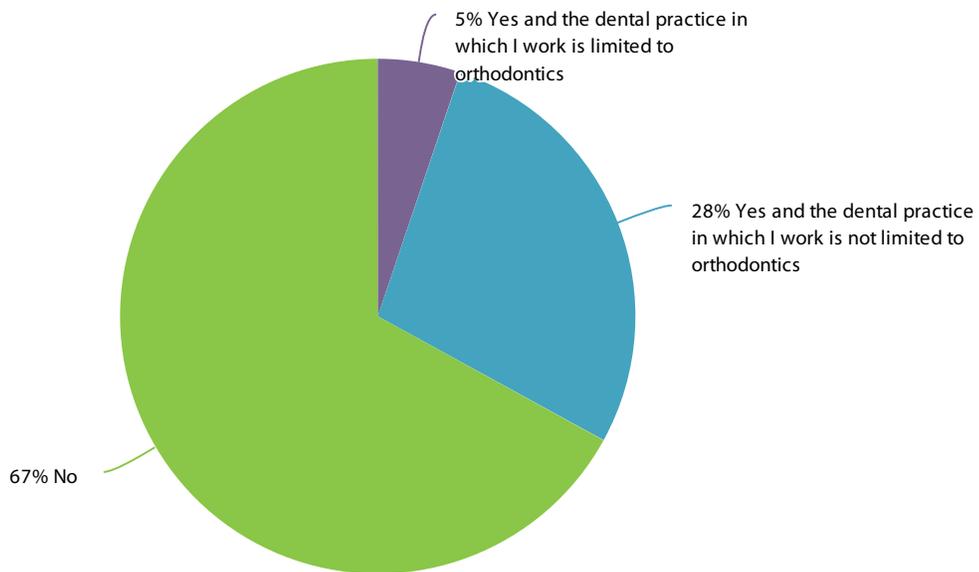
35. Do you have an annual performance review at your primary position?



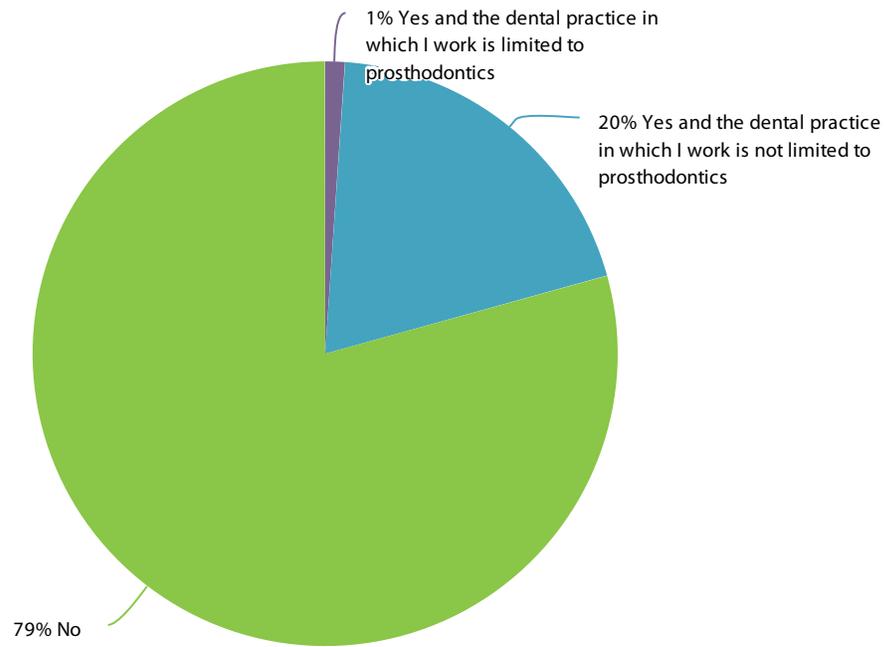
36. Do you have an annual salary review at your primary position?



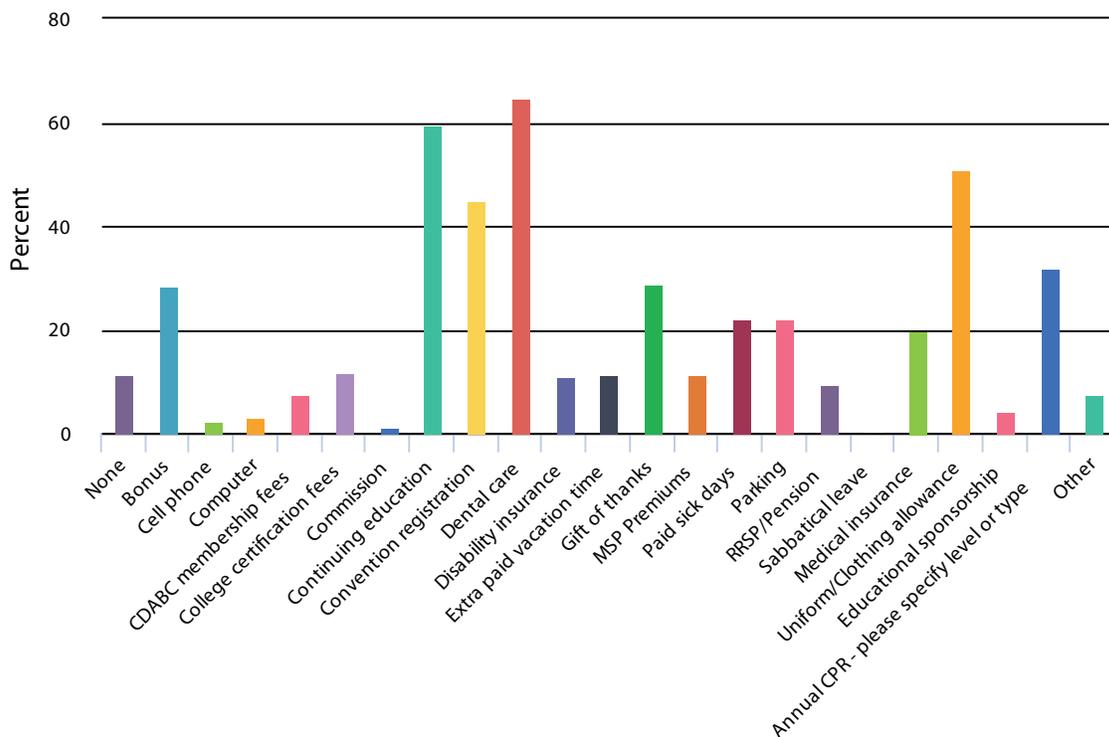
37. Thinking of only your primary position, have you completed the orthodontic module?



38. Thinking of only your primary position, have you completed the prosthodontic module?



39. Thinking of only your primary position, please click the boxes that identify the employment benefits you receive. Click all that apply.



40. If you answered "Other," please identify it in the space below.

Live one or two ferry rides from a mobile office-am paid for travel time, and ferry costs are covered

Travel allowance

Christmas staff dinner

2% of CDA production to be used as I would like

health spending

longer vacation time (up to 6 weeks) but unpaid.

\$1000 per year towards medical/Dental

\$1000 reimbursement for medical expenses

HPA of \$1000 per free dental not taken away from HPA

\$1000. towards extended benefits

Travel time, ferry costs (about 1 1/2 hr per day @18.57 per hour)

Costco membership

Get pay in lieu of benefits as my husbands job had better benefits offered and it covers me as well

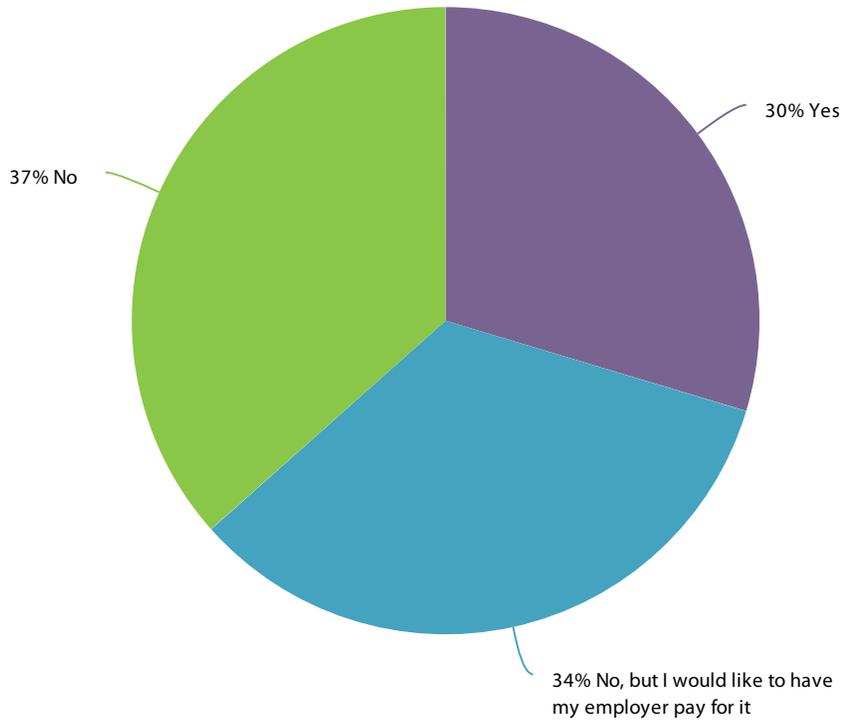
receive no benefits

One dr pays for courses for me or trips with him if he finds it beneficial for me to know.

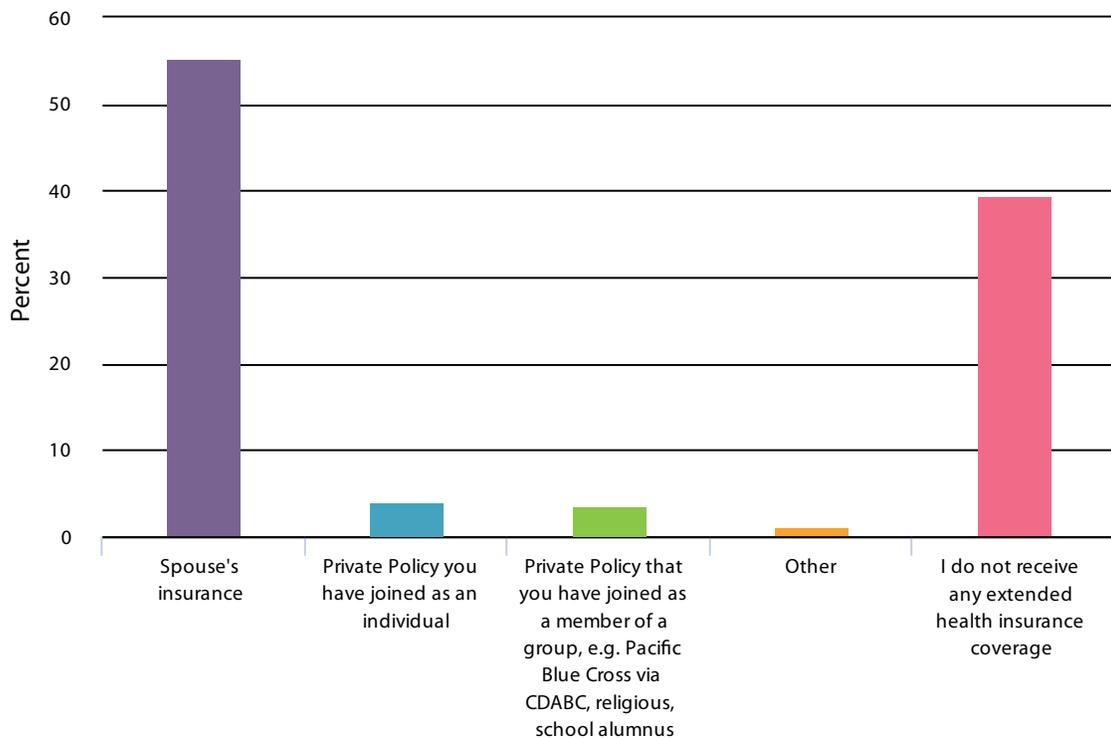
Wellness / health allowance

Travel allowance

41. Thinking of only your primary position, do you have extended health insurance as an employment benefit?



42. Please click the boxes that identify the source(s) of extended health insurance coverage other than one you might be receiving at your primary place of employment. Click all that apply.



43. If you answered "Other," please identify the source(s) in the space below.

I receive benefits from a job not related to Dentistry

spouse also has health spending

Spending account

44. Using the scale provided, please rate your job satisfaction with your primary employer.

	Very Dissatisfied	Dissatisfied	Neither Satisfied, nor Dissatisfied	Satisfied	Very Satisfied	Responses
Salary						
Count	10	41	74	115	52	292
Row %	3.4%	14.0%	25.3%	39.4%	17.8%	
Benefits						
Count	26	62	78	95	30	291
Row %	8.9%	21.3%	26.8%	32.6%	10.3%	
Hours						
Count	6	24	46	154	61	291
Row %	2.1%	8.2%	15.8%	52.9%	21.0%	
Vacation						
Time	11	30	57	124	67	289
Count	3.8%	10.4%	19.7%	42.9%	23.2%	
Row %						
Work						
Environment	12	24	44	127	80	287
Count	4.2%	8.4%	15.3%	44.3%	27.9%	
Row %						
Overall						
Satisfaction	7	23	52	153	51	286
Count	2.4%	8.0%	18.2%	53.5%	17.8%	
Row %						
Totals						
Total Responses						292

45. Using the scale provided, please rate the items in terms of how you like the profession.

	Strongly Disagree	Disagree	Neither Agree, nor Disagree	Agree	Strongly Agree	Responses
Working with people						
Count	3	4	23	162	109	301
Row %	1.0%	1.3%	7.6%	53.8%	36.2%	
Helping people						
Count	5	0	9	121	166	301
Row %	1.7%	0.0%	3.0%	40.2%	55.1%	
A sense of accomplishment						
Count	2	8	36	142	113	301
Row %	0.7%	2.7%	12.0%	47.2%	37.5%	
The chance to learn						
Count	2	9	44	150	96	301
Row %	0.7%	3.0%	14.6%	49.8%	31.9%	
Being a part of a team						
Count	1	9	38	152	101	301
Row %	0.3%	3.0%	12.6%	50.5%	33.6%	
Making a difference						
Count	0	8	39	132	122	301
Row %	0.0%	2.7%	13.0%	43.9%	40.5%	
Flexibility						
Count	13	29	76	107	76	301
Row %	4.3%	9.6%	25.2%	35.5%	25.2%	
Totals						
Total Responses						301

46. Please use the space below to identify other factors that you like about the profession.

The portability of the skills. Even though I might not be able to use the full range of skills in another province or country, I could easily get a job in any dental office in the world.

Getting to know patients and having anxious patients leave happy

I love making a difference in people's self esteem

I love when we give somebody a new smile and they are overjoyed or if they are in pain and we get their mouth healthy again.

Currently temping in the Victoria area. Offices in PR not up to my standards of dentistry as they are hiring unqualified staff and living elsewhere and travelling to work their practice. Two of the dentists are 70 and ready to retire, I am older as well but don't want to be tied to a FT job with no flexibility. Hard getting CE credits when not employed.

Learning new things to be able to help more people

Great people to work with. Love my patients! Awesome office manager!

Hours are convenient. For example no holidays or evenings/nights

stable

the best boss in the entire world and two main assistants are great, we learn lots of different things from our dentist

Recently made a change in job position, from CDA to treatment coordinator. Love learning all about the dental profession while still being able to help people

I like working my patients that I have known for over 20 years.

I love the field that I'm in

Everything

Mostly I love being in the health care field. I love helping people and I love the flexibility and support I receive from my office. I really like that it is a private practice and not a government or union position.

I love that the day always varies and is fast paced. I enjoy working with other CDAs too. I also get to talk a lot to people (distracts from the dentist who is always behind!)

Being in a profession.

The transformation of pts confidence and willingness to smile when Ortho is complete or in general practice the small thanks I get when someone is relieved of the stress of being in the dental office educated about their treatment or helping co workers who are struggling

OHI. Family practice where to listen to patients life stories

so many different things come up in a day, it is never boring. Always a new challenge around the corner.

I enjoy the variety that this profession brings. No two days are the same, I like that I get to work on my feet and am constantly moving. I also take pride in organizing, and am detail minded, so being a CDA allows me to exercise organizing the office supplies, and scheduling patients efficiently, etc.

-opportunity for independent learning and joint learning as a team. -opportunities to work semi-independent within the team applying skills and training provided through education (without dentist having to be present in the room at every given moment . (ie: able to take impressions in one op while dds works in next op.) -Human interaction with patients and each other in the field provides great variety and opportunities to get involved with humanitarian needs.

I love the variety of people and procedures which I encounter daily. There is something about working for a company who believes in good oral care and who treats there employees with respect. So proud to work for an office who works hard but plays hard too!

I have just recently retired my full time position as an educator in the dental assisting field. It was my option not to have full medical, dental coverage due to the fact my spouse has all the coverage for both of us. I have enjoyed this profession for almost 40 years and have enjoyed still working on a part time basis with both of my employers.

I like being part of the dental community. I am proud of my profession and the dental assistant's overall contribution to dentistry.

meeting new people, educating them.

Used to be a very good profession but with all the changes coming from the Dental College of BC it's becoming just a job and a short one at that. The minimum of 200 hours/year is not a welcome one to hold your license!!!! When retiring...can not just work part time or casual as needed. What Dentist would hold any assistant on payroll for 200 hours/year??? There will be shortages of qualified assistants!!!

Being a CDA is quite a satisfying job when it comes to making a difference in people's lives.

Restoring things in life that we can

Working with newly immigrated patients to recovering drug addicts. This job of providing a service to people that encompasses all walks of life, makes you appreciate what you have in life.

I like working with children

Being a dental assistant is very satisfying. Being able to help people is something I take with pride. It's a fast paced, rewarding. I love the fact that you are sitting half the time and standing the other half throughout the day as you clean or assist during procedures. Considering I have a few back issues, this has been helpful.

Very fortunate to work with an employer who recognizes and appreciates my experience and welcomes my input for the benefit of the patient.

Helping people and feeling like I am making a difference is a huge reason I picked this profession. However I do not agree with the payscale my company uses as it is not individualized to each employee and I do not enjoy how money hungry my office has become. I understand it is a business but they could make it a little less obvious what their goals are.

Job security

I'm a CDA that went into Education, when I temp in general practices on my off teaching time it is a very different situation.

Knowing you are keeping people healthier by helping them maintain good oral health. I love the flexibility you can achieve with this profession

I like the challenge and the intellectual stimulation

Loved the pace and the time off.

Helping people

Meeting different kind of patient from al over the world.

Variety of experiences daily

Helping people

Social interaction, work independently, physical movement, lots of laughs

I like seeing new things everyday and learning more from those things.

I like being mobile. I can't stand sitting in one place all day, especially in front of a computer screen answering the phone. I prefer to move around, & deal with patients one on one.

I like that each patient and case is different, and i like the fact that everything we do helps the patient. I also like the daily change in duties and pace

"Work/Life" balance is consistent

Working in the same community as I live in.

Office hours;

I love the art of it. Hands on, physical job that keeps moving during th day.

I like helping people that have severe anxiety and making them feel comfortable, as I have been through that. I like the compensation i receive from my employer.

I'd like to mention my office doesn't not book lunches for the CDAs. If they do it's not daily and all over the place. This office knows they have legally give us a break but it's not booked into the day, which is awful for the clinical CDAs.

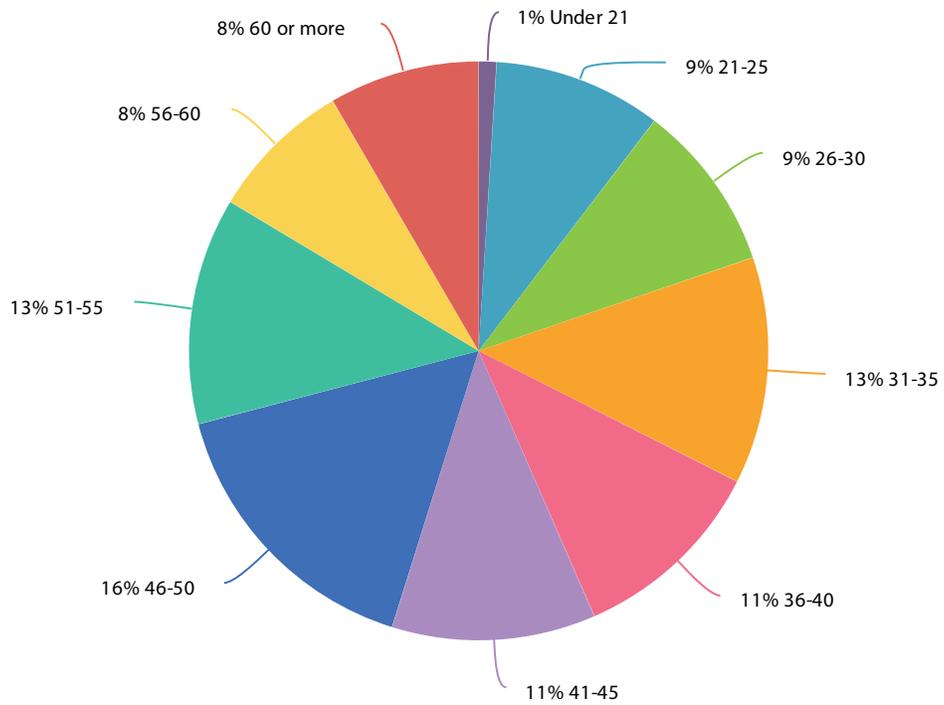
I Like that I know my job and do it well

I enjoy using my bookkeeping skills when I help out on the front end

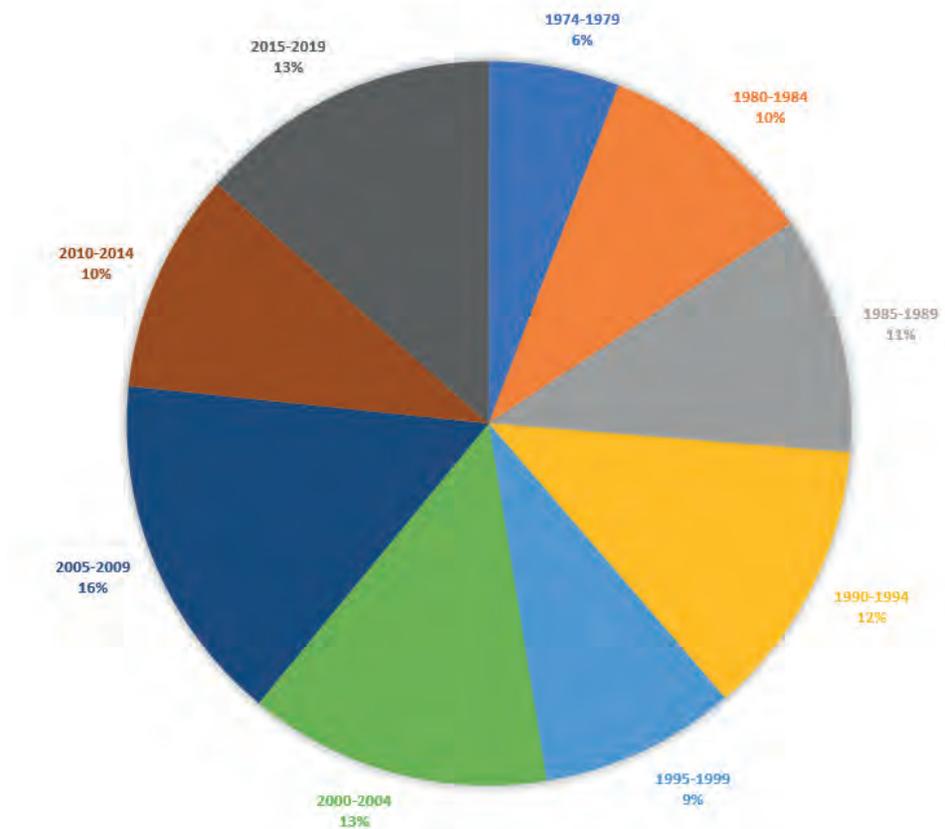
flexibility

Constant change in daily schedules

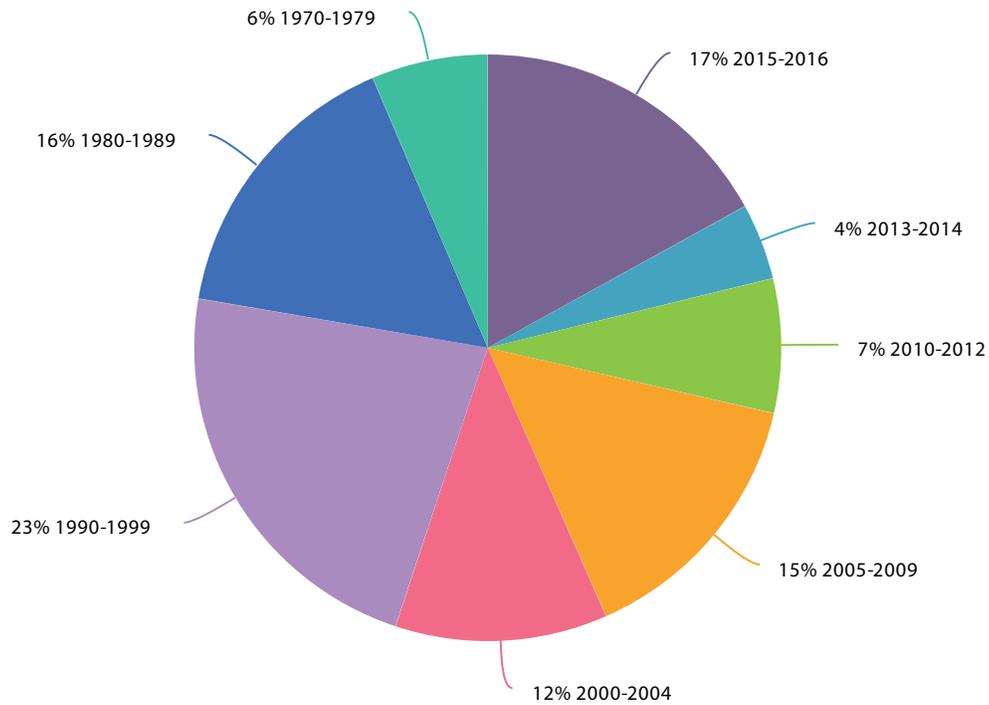
47. Please click the button below to indicate your age in years.



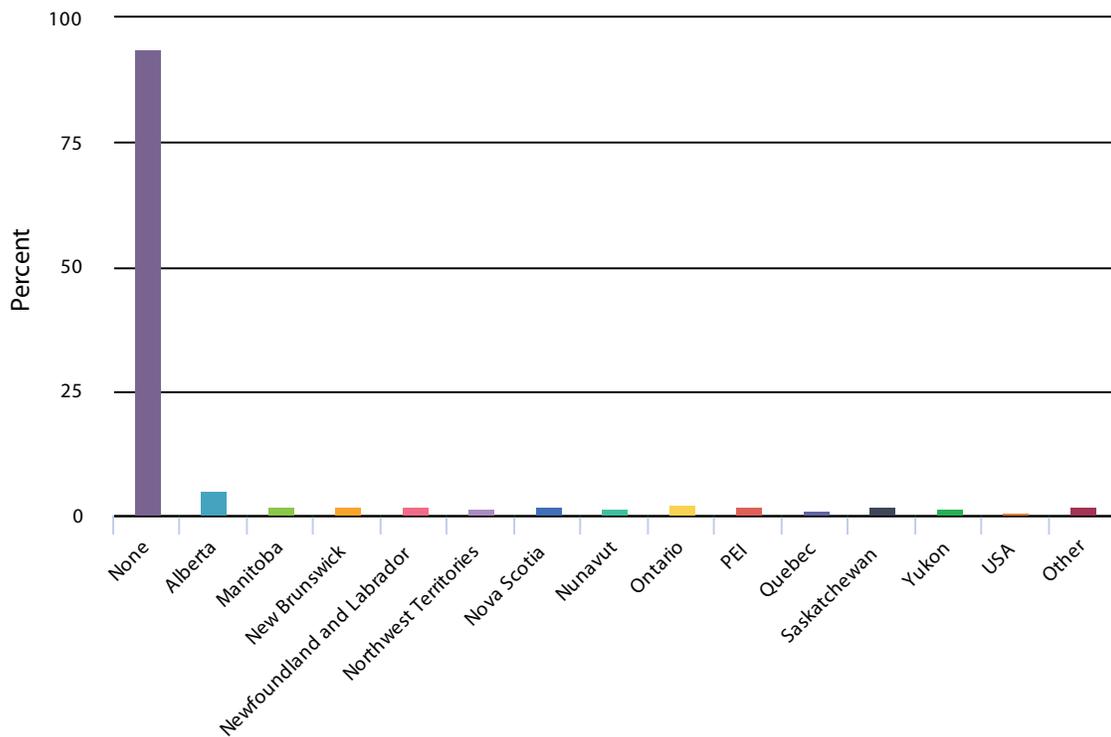
48. Please indicate your year of graduation



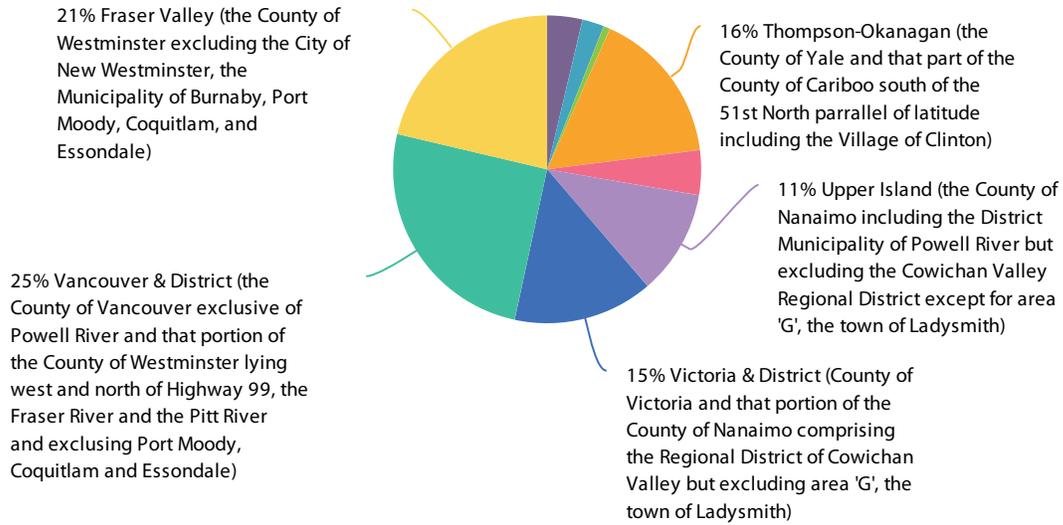
49. Please click the button below to indicate the year in which you got your certification in British Columbia.



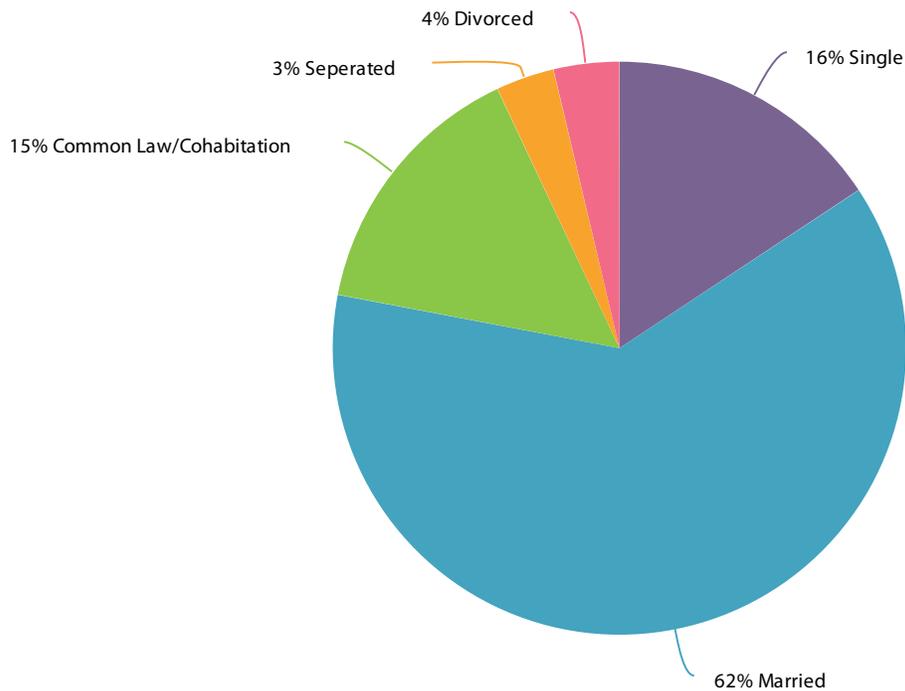
50. Are you certified or registered to practice in any other jurisdiction?



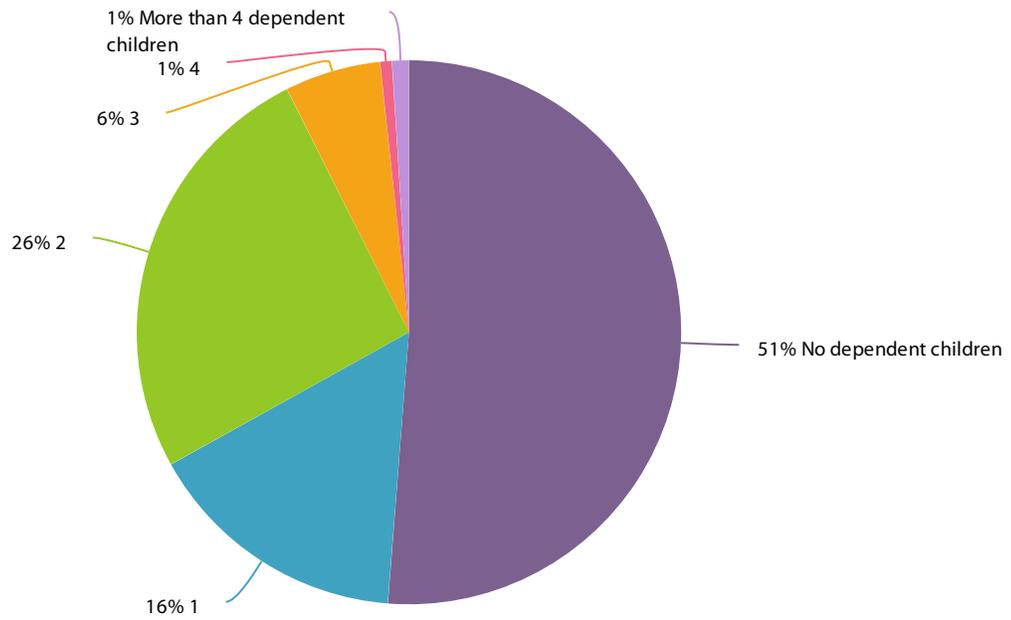
51. What district do you live in?



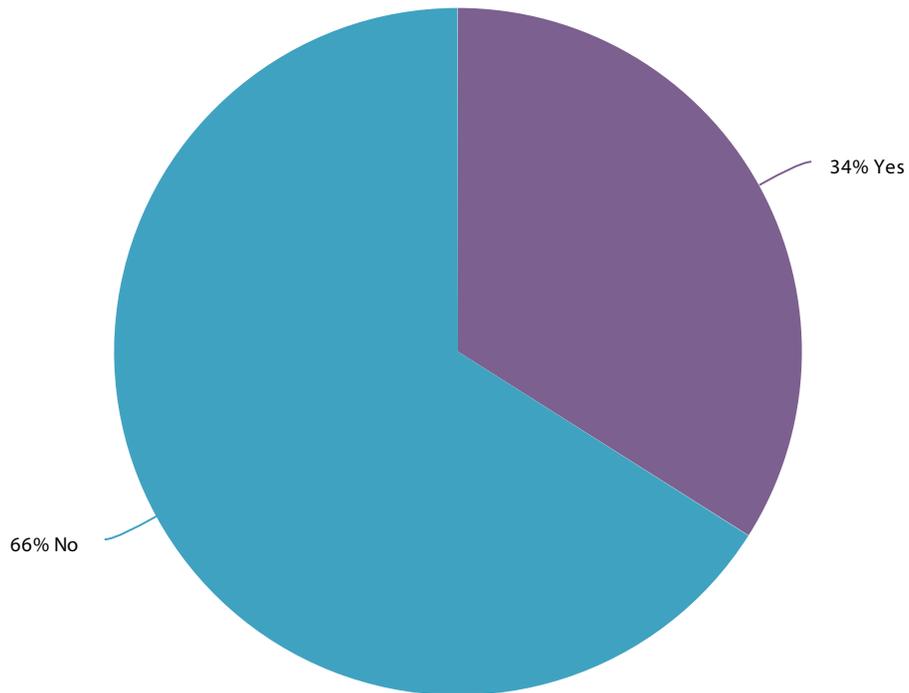
52. What is your marital status?



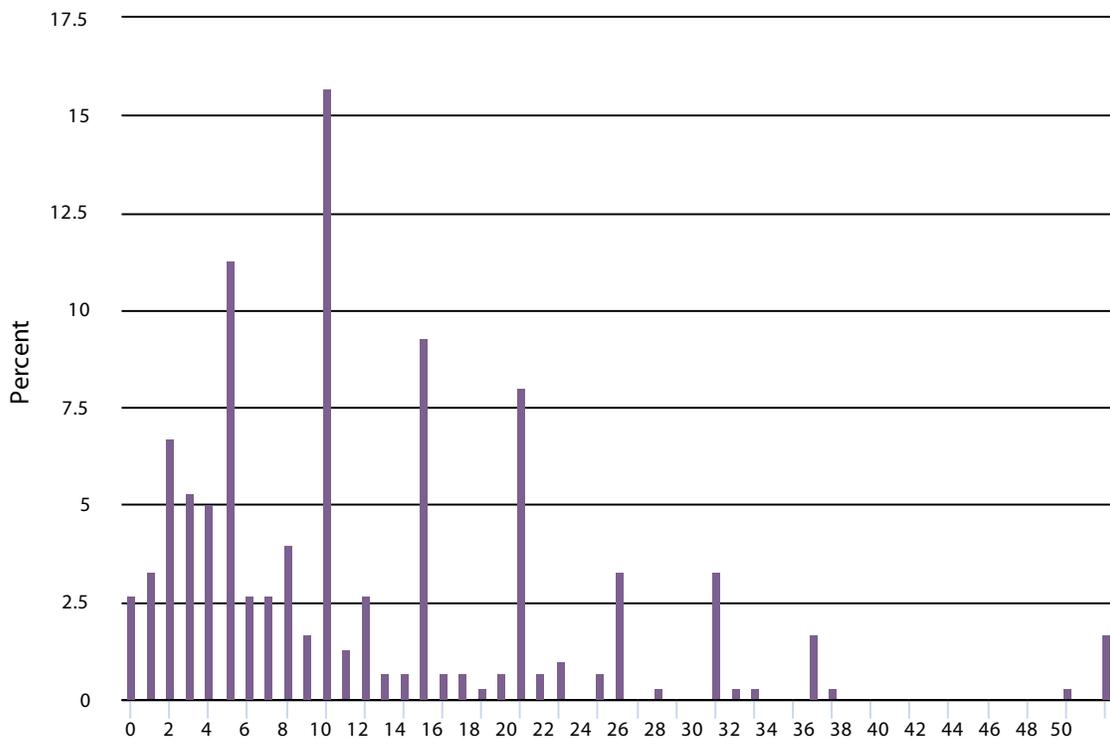
53. Please click the button below to indicate the number of dependent children you have.



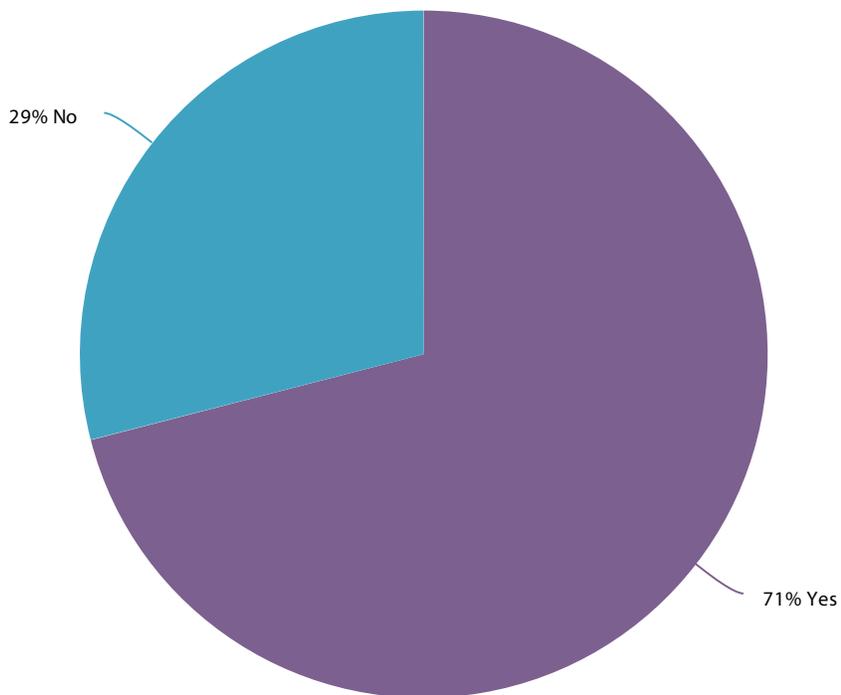
54. Are you the primary income earner?



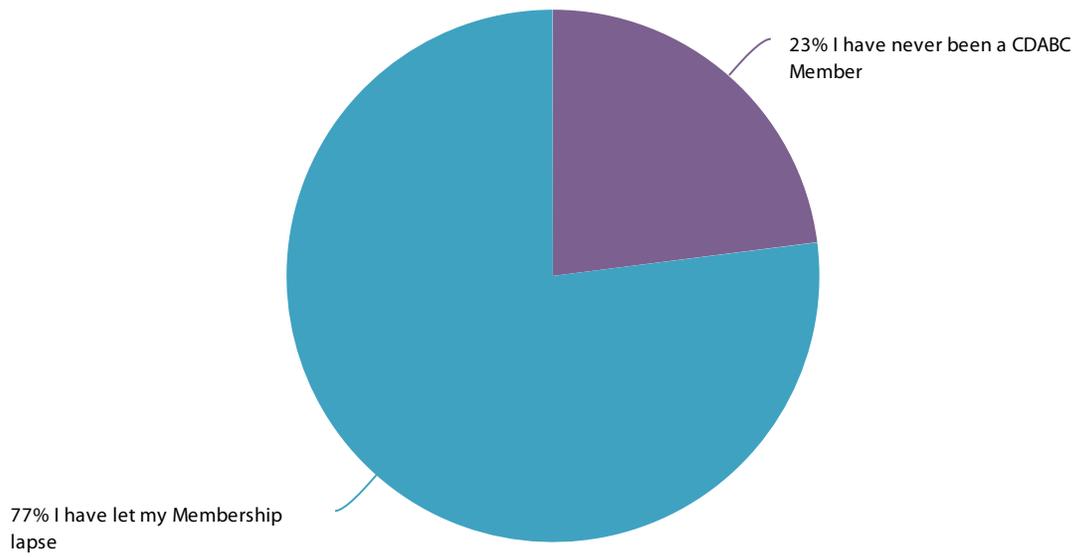
55. Using the scale provided, please indicate the number of years you plan to remain in practice as a certified dental assistant in British Columbia.



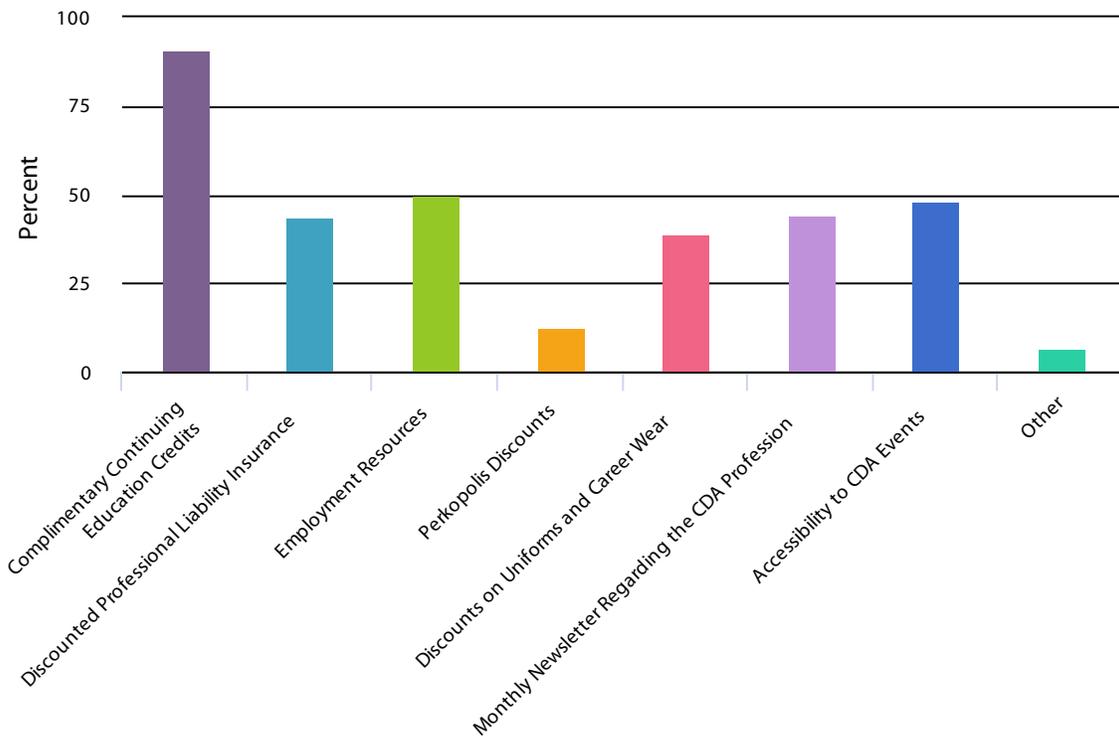
56. Are you a current CDABC Member



57. If you answered no, please select the appropriate response



58. What Member Benefits are important to you? (Select all that apply)



59. If you answered other, please provide the benefits important to you in the space below.

Potential to improve the working conditions for all CDA's through a strong voice with our regulator and the government

benefit package

Transportation allowance

Maybe health insurance

benefits

I have never received a CDA newsletter and the site doesn't have access to online courses as per my web browser

More pertinent continuing ed programs; helping older CDA's update their skills to continue working in the field. I have worked at an older office for over 30 years and am 48..no where near retirement but am terrified once my boss retires that no one will hire me because I don't have updated skills.

A proper voice, we should be looking at a union.

having a united voice

Current Education to keep up with the times

Chance to move our profession forward

Extended Health Benefits would be nice

None, I feel there are no benefits

part of a like minded group

Job opportunities

considering the extended health benefits plan offered

Assistance with maintaining certification status while raising children

Free Legal advice when a dentist/boss treats you unfairly.

Advocating on behalf of cdas

medical and retirement plans

60. What Member Benefits would you like to see from CDABC?

Potential to have a full benefit package, medical, dental, pension that comes through our professional association, and is not dependant on an employer, following the member from one job to another. A stronger voice in the kind of continuing education that is offered to CDA's. A stronger voice in what and who is eligible for licensing, with regards to continuing competency. A way to help CDA's who have, for whatever reason, been unable to maintain their certification, regain that license, without having to return to school and retake their entire assistance from education. Perhaps a challenge exam or practical test to demonstrate their competence, with upgrading modules for those things that have changed since their initial education experience.

Extended health and dental insurance

Union

A union

Chiropractic or massage benefits

Not working so finding it hard to pay. Between license dues and continuing ed and travel to work.

RRSP, extend dental and health benefits. Would have like to see an Union in place

Medical. Disability

I would like to see the profession unionise Discounted rates for dental conventions would be nice

Lower membership rates

Discounts at uniform shops.

Extended health, pension, more benefits

Good Health care coverage

Health and retirement benefits

Proper advocacy for CDA in the profession

health insurance

not sure

I believe member benefits are more than adequate

Perkopolis benefits Available to CDA's on Vancouver Island are terrible, they make it so I almost don't want to renew with the CDA BC because I can get CE credits through other sources. That should be changed. Perhaps also posting average wages for job positions, so staff wouldn't have to fight so hard for the wage they earn.

Discounted Extended Health Insurance

N/A

benefit coverage with MSP Ce courses offered in Chilliwack - speakers to see and courses related more to specific CDA duties

Ongoing continuing education benefits.

I would like to see the CDABC represent the CDA'S and pressure the CDSBC board to regulate and practice fair salary and benefit packages across the province, even though dental practices are privately owned it would benefit the CDA'S to have a guideline that the dental practice owners could follow, I believe the range of pay scale is wide across the province.

All of question 45

Kind of late for me now, but it would be nice if there was some type of retirement/pension program that could be implemented for career CDAs

Way more community discounts like Hygienists have

The newsletter and emails about ce courses available

extended health benefits, increased membership fee could cover the premiums for all members

More Volunteering opportunities to earn CE Credit

n/a

More lobbying for wage increases and benefits

None

Pension fund Fair booking and proper compensation Health benefits Paid sick days Job security Advocacy and legal action for unfair termination

Discounts at a spa with massage therapy and relaxation opportunities for members maybe even tied to a cont ed event. CDA's take care of so many people in their lives.... it would be awesome to stop and take care to refresh them in this way.

Costco membership

Events Like: Monster Jam tickets, Disney on Ice, PNE Fair, Science World, Aquarium, Art Museum

Pension plan

More local CE opportunities to attend together, not just online courses.

Private insurance

monthly courses

Pension

a local meeting more than 1 time a year

A proper standardized wage guide for CDA's across the province based on years of service and Module completion. There is too much variance and no means to make Employer's accountable.

Disability

More free education credits

An actual printed wallet sized certificate to keep in my wallet

Discounts in buying life insurance

Extended Health Benefits

CE workshops hands on events

None

Continuing ed on better days, ie weekends

Health and dental benefits or union

Higher wages for the senior CDA

Liability insurance included in membership fee

Continuing education

More webinars

Union

More CE opportunities

A stronger voice in working conditions. Many dentists & dental conglomerates cheap out & demean/bully staff into situations they are not comfortable with.

discounted local events, movie passes

A better extended health benefits plan, the current one doesn't offer enough support for the things a typical CDA needs - repetitive strain and work place ergonomics - need more paramedical support (chiro, physio, massage, etc)

CE credits

Extended Health

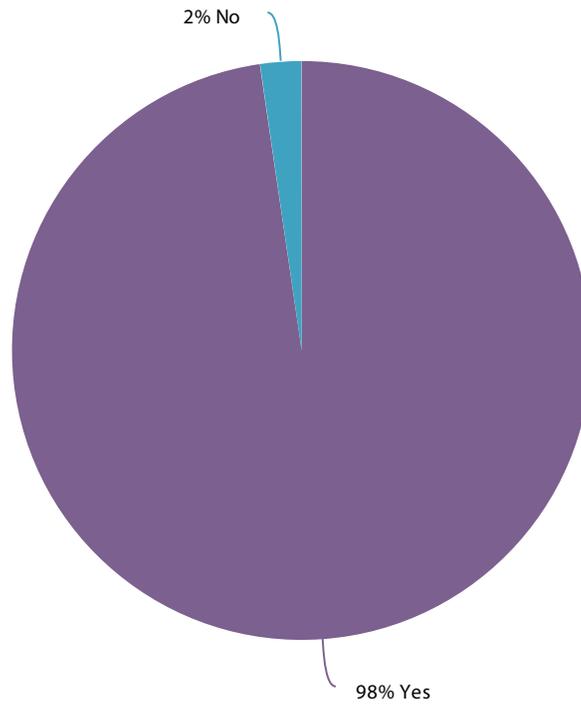
For me, it would be helpful to have a list of offices where I could be an unpaid "observer" or cover holiday leaves in order to achieve my continuous practice requirements. This is one aspect that is incredibly difficult once motherhood became my full time job.

Increased public awareness of role of CDA via currently popular social media. As my teens say - face book is for old people. Get active on IG. and IGTV.

Discounts on events like monster jam, aquarium passes, science world, movie passes, plays, Christmas markets. If we group buy we would get discounted prices for many events!

Combine CDSBC and CDABC for assistants. (Like CADA in Alberta)

61. Were you aware that CDABC is not the governing body that controls CDA regulation and certification? It is in fact the College of Dental Surgeons of BC that is the governing body for CDAs.



62. Use the space below if there is anything else you would like to tell CDABC

There is still neglect in the north. Hiring chairsides and not wanting to pay the wage. I just temped in Victoria and it was great where I worked. Some better than others. Shortage out there. Getting a complex about being older. People need to work longer. They are healthy and need the money but also need balance.

I hope you don't get anyone answering no to the previous question

I work in an Orthodontic Office that is only 1 year old. I have only one year in ortho but 8 years in GP. At the moment, I am the only employee and wearing all the hats you'd find in practice.

might be nice to have medical dental extended health in place

I appreciate the complimentary continuing education opportunities and also the liability insurance

Would love to see more educational tools relating to treatment coordinator, team building topics, office management skills.

Please help new grads to find places for volunteering and gaining experience before entering the real work place. We have not enough hours of hands-on training at colleges!

Nothing

CDABC membership should be mandatory for all Cdas. They don't know what they are missing. And then our voice would be louder.

Cdas need more promotion of their profession and the role they play in a dental office . Dentists and people in general do not seem to be aware of the work load and responsibilities the role of a CDA encompasses. There definitely needs to be more awareness of this profession even within its own .

Awesome job !

I've done a few of the Webinar CE courses and am impressed with the quality of content and accessibility of these courses. It is excellent that membership in the CDABC allows for 12 free points per year. Well done! We have a severe lack of CDAs in Victoria. We're unable to find any qualified people for temporary employment, let alone a permanent position. I wonder if this is a provincial trend

I think that CDA's, in general, do not get paid enough. There should be a standard hourly wage range set up by the CDSBC , related to experience.

Please have a booth at the Vancouver Dental Exhibition in March.

I have appreciated being a member for many years but get so many continuing ed opportunities now in Public Health I don't need the membership.

Overall, I am very happy as a CDA. I love the work that I do, and can't really imagine doing anything else. The only thing that bothers me is seeing chairside dental assistants performing licensed duties. It is very, very common in the area where I live. I find it extremely frustrating, and I believe this is something that the CDSBC really needs to focus on putting a stop to. Rant over. Thanks for your time!

I would like to see some kind of resource to help members respond to stress in the workplace. Someone to talk to on phone or online about struggles with ethical or personal pressures at work.

the college of dental surgeons of BC should not be regulating CDAs as I believe it is a conflict of interest. For example, the extreme pay gap between RDHs and CDAs is simply due to autonomy in their profession.

no

CDA's should be self regulated just like hygienists are. When CDA's are regulated by their employer (dentist) it results in a conflict of interest

It would be great to provide more detail information & instruction to all new graduate CDAs about CE, courses/ programs/ classes via online & in class (including school name). Please have event hold in Surrey sometimes as not all of CDAs can afford a car.

We should be part not the cdaa

I am concerned that employers have found loopholes in labour standards. I find offices now use wage averaging agreements to avoid paying overtime. Also, I am seeing dentists training chairside assistants to do certified duties, due to the current lack of CDAs in the downtown core.

You ask our marital status and if we have any dependent children. You neglected to ask if we have a dependent spouse or other family member due to disability or other. Those of us in that position are largely not seen for the financial burdens we carry.

Thank you for allowing us to speak our minds at free will and for you to have a chance to make a difference in our lives.

With such a demand on CDA I find it discouraging that continuing practice hours are difficult at times. After years of practice it would be nice to have flexibility to take more time off without having to work about continued practice hours. I think the more experience you have in the field the less hours of continued practice should be required. Focus on important areas if continued education is more important than having practicing hours. Having more knowledge to do your job.

Just recently retired as a full time instructor, and currently on call for the Okanagan College as well as on call as a practicing CDA for the Okanagan Oral Surgeons.

I have 30 plus years of working as a CDA. Last year I had to grovel for a wage of \$25.Hr. It is humiliating that after all these years I do not make what a RN or LPN would make and they will also have a full pension. Dentist tell you that this is the going rate in our area. We are underpaid ! When they get a raise every Feb so should we. They would be nothing without their CDA's keeping it all running safely and smoothly.

recently acquired the Canadian Dental Anesthesia Assistant Course,

I have always felt that our Profession is underpaid for the knowledge and responsibilities we are expected to have. Wage satisfaction is a major concern for me and other CDA's I have spoken to.

Thank you

None

Dental Assistants should be self regulated

There should be a minimum wage for dental assistants.

Just have courses on weekends :) membership should include one live course

CDA should get pay like hygienist as we work harder comparing to them.

Keep up the good work

It's a great resource...keep up the good work!

I have inquired several times to receive my discount card for Mark's workwear house. I never received it. On my 3rd request at the convention it was sent and valid for only 1 week! This is a waste of postage and obviously the person responsible was clueless about the details. At least a newer card should have been sent. So again I have gone another year without the discount card. Perkopolis is confusing. Are any other benefits available?

to be more valued,benefits would be nice,better pay

Possible different time of year or location for the annual AGM. I haven't been able to make it out in years & I've really enjoyed my experience there.

If I could start my education over, it would not be in dental assisting. I find myself near the end of my career and have no pension plan. I wish the college of DS could implement some sort of RRSP /pension and or group benefit plan for all CDA's . One that is financially feasible for us. There would be less CDA's leaving the profession if there were benefits/pension plan available. Overall, I love my job and I have a kind, decent employer. Just wish I had a pension.

Overtime needs to be better regulated, there is many dentists who demand long work hours and pay straight time which is illegal

I feel there is a shortage of local CDAs because it's too expensive to live in the Vancouver area. People are opting out for better paying jobs/work environments/hours. There is no pension available for CDAs (well, the government one that everyone gets, but who can live on that?), if I had to do this over again, I would choose to be employed in the medical field working where you could earn a pension. ie, registered nurse or other job in the medical field. There is no union, therefore I was always left to my own devices battling with dentists about my rights, which did not always go well. A lot of women of my generation were taking/ still are/ taking advantage of in the working environment. I counsel young girls to not go into this field, get themselves a better education, this is a dead end job. A lot of CDAs I talk to feel this way.

Cda need to be valued and not disrespected.

Thank you for your support and voice on behalf of the CDAs in BC.

I would like all in our profession to have affordable access to extended health benefits.

No

As a Dental Agency Owner on Vancouver Island we are seeing such a shortage of CDA's. Also, I am aware of complaints of wages and over all the treatment of CDA's . I would like to extend an invitation to discuss this more. Kind Regards

Thanks

I feel that being a CDA is a hard job. It is generally a thankless job. I enjoy aspects of it but I find it very emotionally draining. It is custom service in a high stress environment (I work in a busy office). It is a very tough to not have a pension. I am aware other offices may offer this (and a lower stress environment).

Would be great to see some more support and info on how CDAs can keep their body's feeling good from the demands of assisting, it is hard on the body for so many and more tips on how we can protect ourselves would've great.

Not at the moment

Still waiting for the CDABC to regulate CDAs.