

2021 Employment and Wage Survey

Executive Summary

In December 2021, the British Columbia Dental Hygienists' Association (BCDHA) conducted our annual employment and wage survey. A total of 1,843 members participated, (45% of membership) resulting in a 2% margin of error.

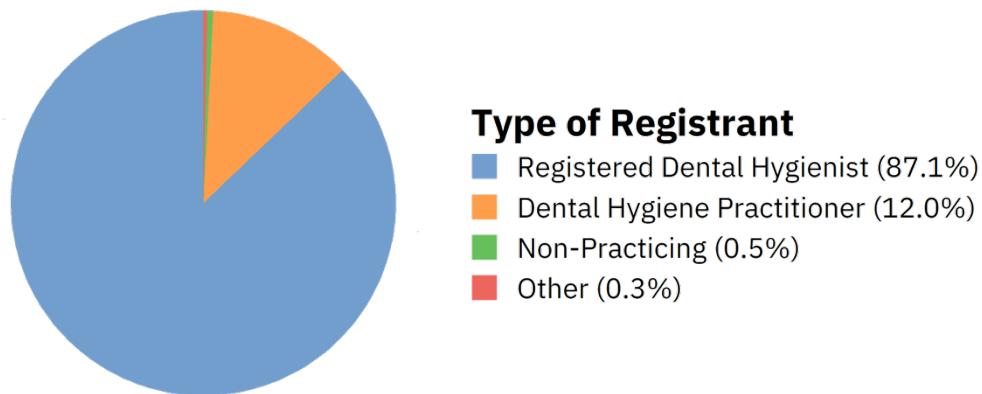
Demographic Information:

The following figures include demographic data from all survey respondents.

Registration Category

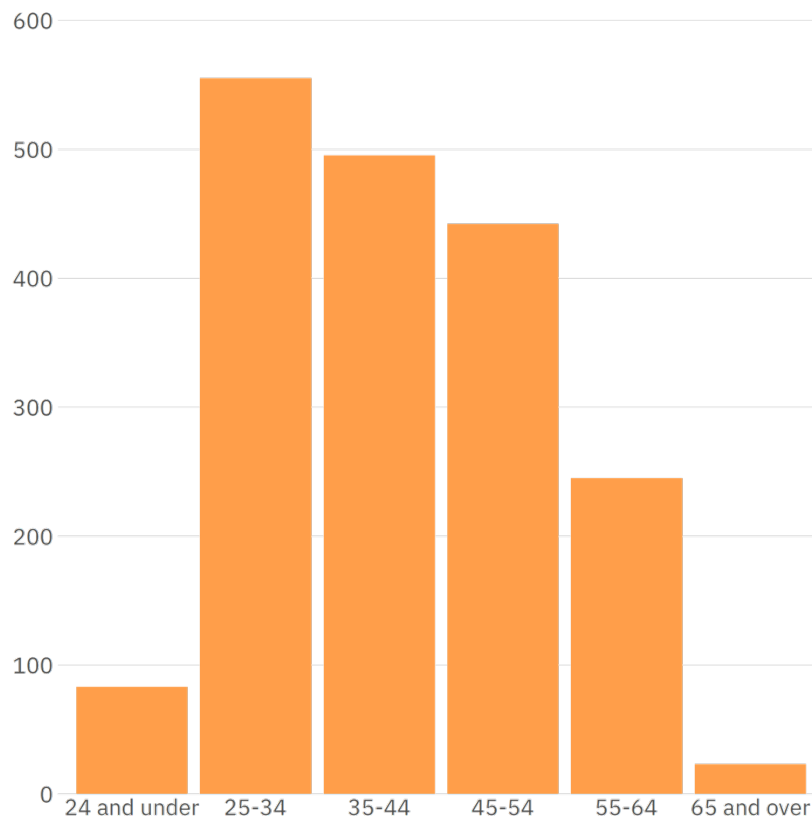
- **87.1%** of respondents were registered as RDH
- **12.0%** of respondents were Dental Hygiene Practitioner registrants

Fig. 1



Age Distribution of Respondents

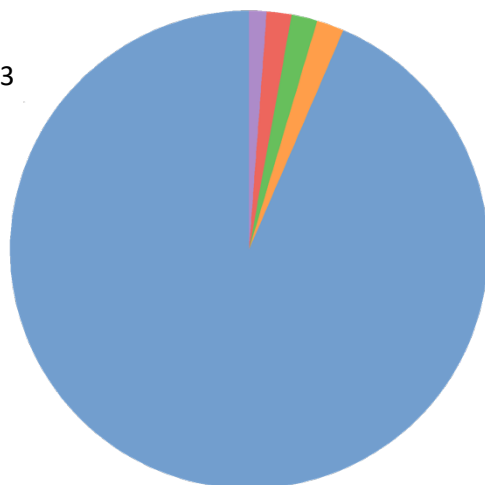
Fig. 2



Employment Settings

- **93.5%** of respondent Dental Hygienists are employed in Clinical Practice as their primary employment setting (Fig. 3)
- **94.3%** of respondents reported hourly wage to be their primary employment setting remuneration structure (Fig. 4)

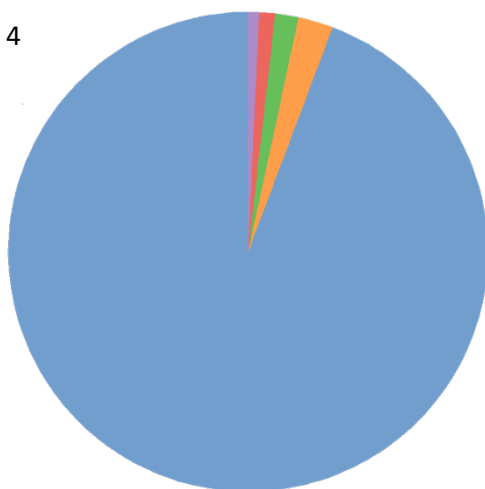
Fig. 3



Primary Employment Setting

- Clinical Practice (93.5%)
- Public Health (1.9%)
- Independent Dental Hygiene Practice (1.7%)
- Education (1.7%)
- Other (1.2%)

Fig. 4



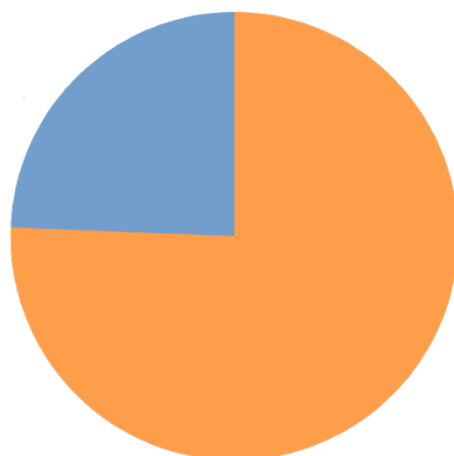
Primary Wage Structure

- Hourly Wage (94.3%)
- Salary (2.4%)
- Combination of the above (1.6%)
- Commission/Billing Percentage (1.1%)
- None of the above (0.7%)

Secondary Employment

- **24.4%** of respondents reported having a secondary employment within the profession (Fig. 4).
- Secondary employment settings (Fig. 5), were more diverse with **16.5%** working outside of standard clinical practice (Fig 6).
- **90.6%** of respondents reported hourly wage to be the remuneration structure for their secondary employment setting.

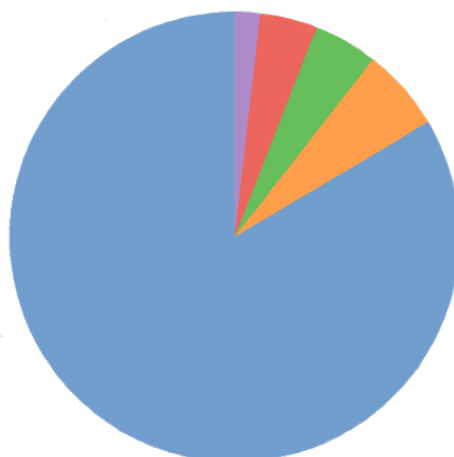
Fig. 5



Secondary Employment

- Yes (24.4%)
- No (75.6%)

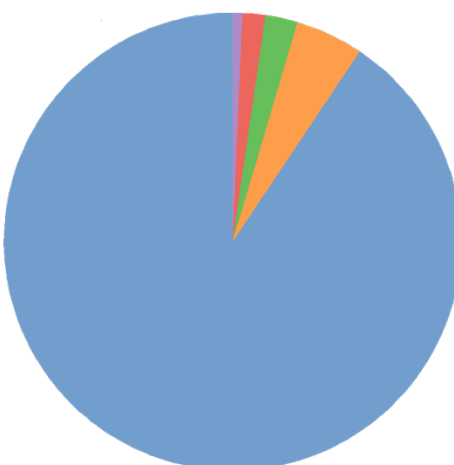
Fig. 6



Secondary Employment Setting

- Clinical Practice (83.5%)
- Education (5.9%)
- Independent Dental Hygiene Practice (4.6%)
- Other (4.1%)
- Public Health (1.8%)

Fig. 7



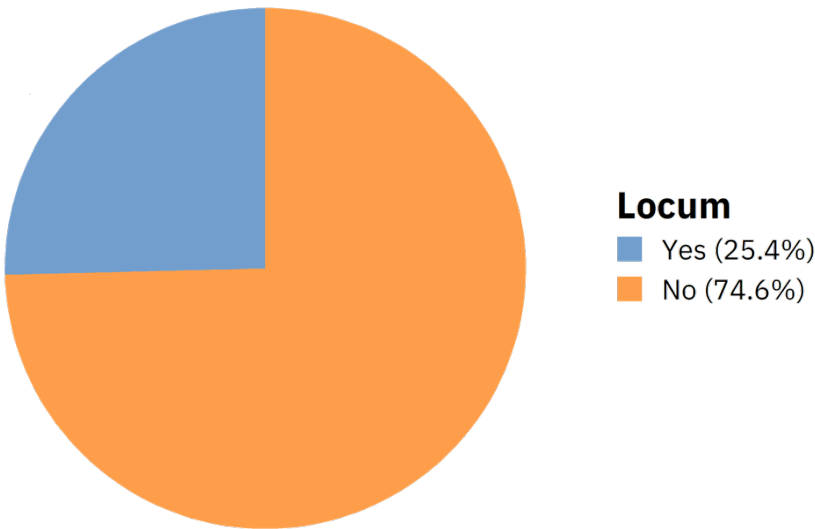
Secondary Wage Structure

- Hourly Wage (90.6%)
- Commission/Billing Percentage (4.8%)
- None of the above (2.3%)
- Salary (1.6%)
- Combination of the above (0.7%)

Locum (Casual/Temporary) Employment

- 25.4% of respondents are engaged in locum (temporary or casual) employment in clinical practice settings.

Fig. 8

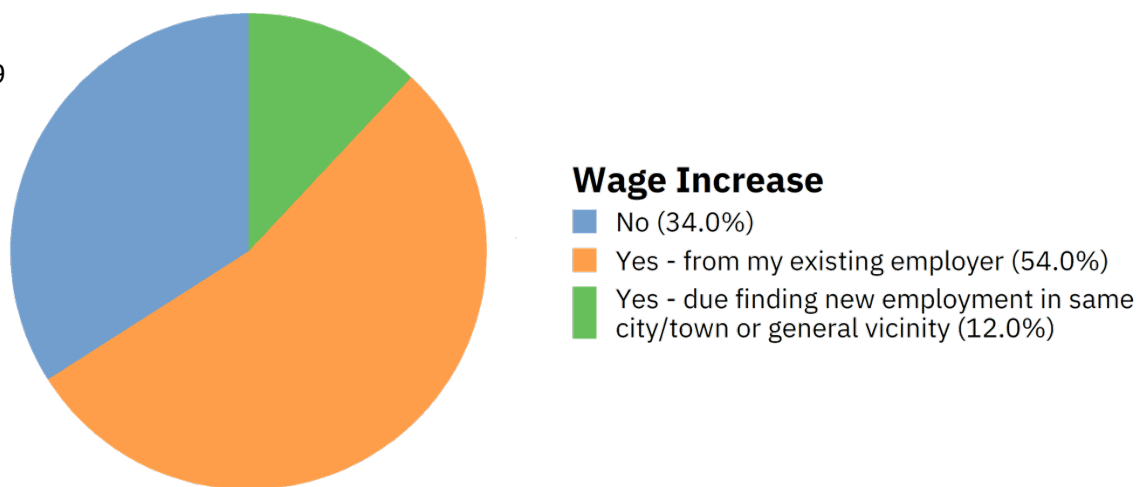


LOCUM/CASUAL WAGES (25% of Respondents)	
REGION	Average Hourly Wage
Cariboo and Northern	\$ 48.79
Fraser Valley	\$ 54.65
Kootenays*	\$ 55.50*
Greater Vancouver	\$ 55.63
Thompson-Okanagan	\$ 51.00
Vancouver Island	\$ 50.86
Provincial Average	\$ 53.65

Wage Increases

- 34% of respondents reported receiving no wage increase in the past 2 years.
- 54% of respondents received a wage increase from their current employer
- 12% received higher wage by finding a new employer

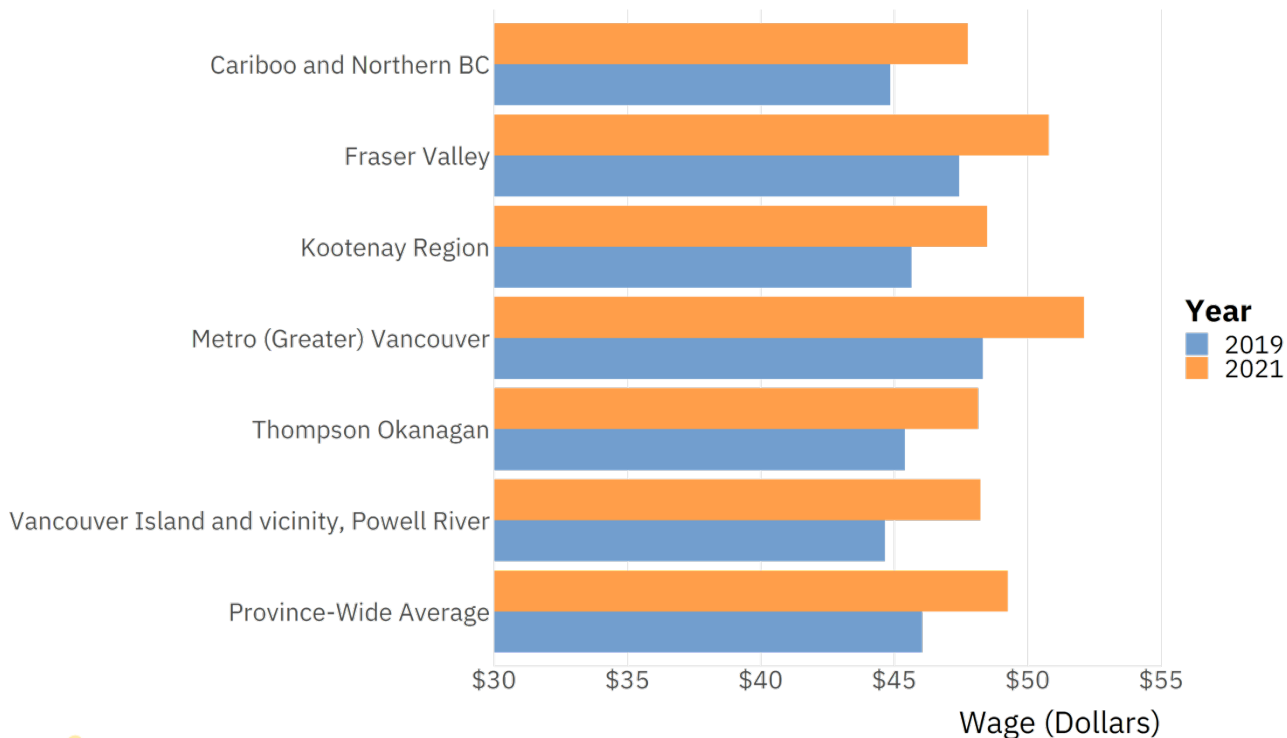
Fig. 9



Wage Increases from 2019 – Regional Comparison

- Wages increased by 6-8% across the province compared to our 2019 survey (Fig. 10).

Fig. 10



Extended Health, Dental, and Other Employment Benefits

- Free/subsidized Dental Benefit was the most common benefit for respondents (Fig. 11).
- Extended Health was second least common benefit, after annual bonus benefits (Fig. 11).
- Of those individuals without Extended Health Benefits (pharmaceutical, vision, practitioner services etc.), **60.6%** have a desire for coverage (Fig. 12)

Fig. 11

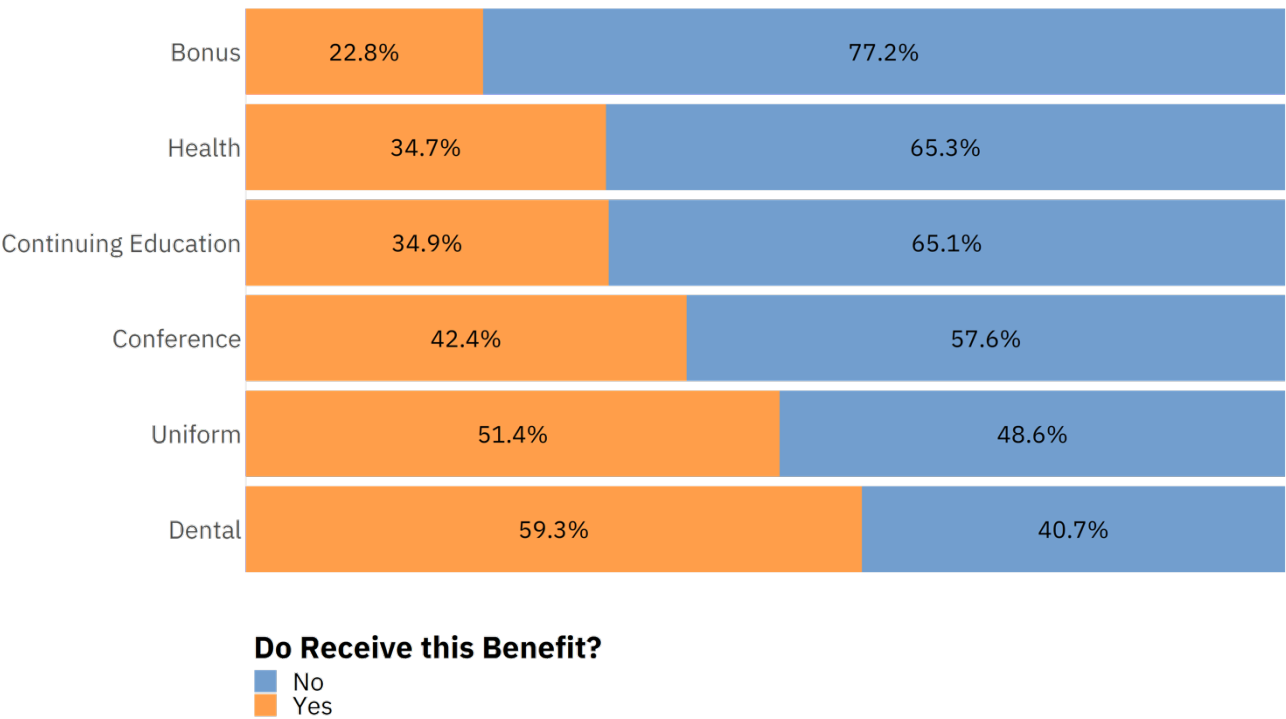
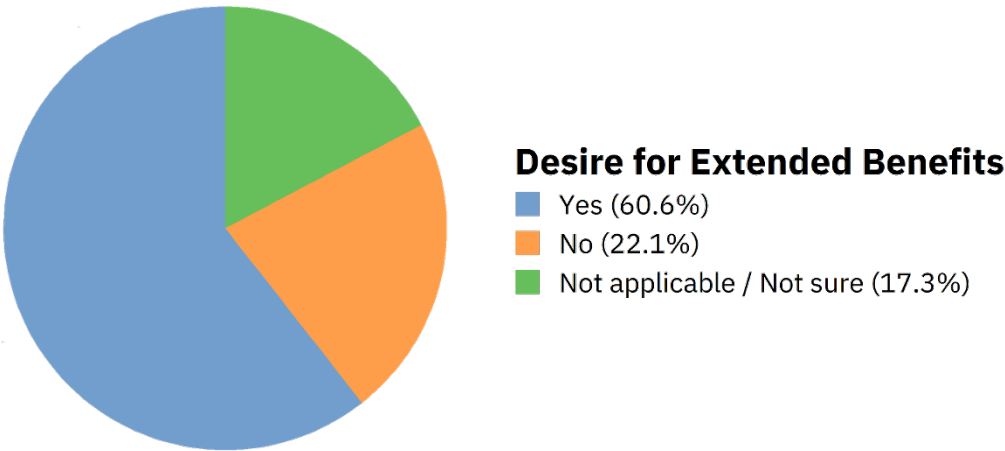
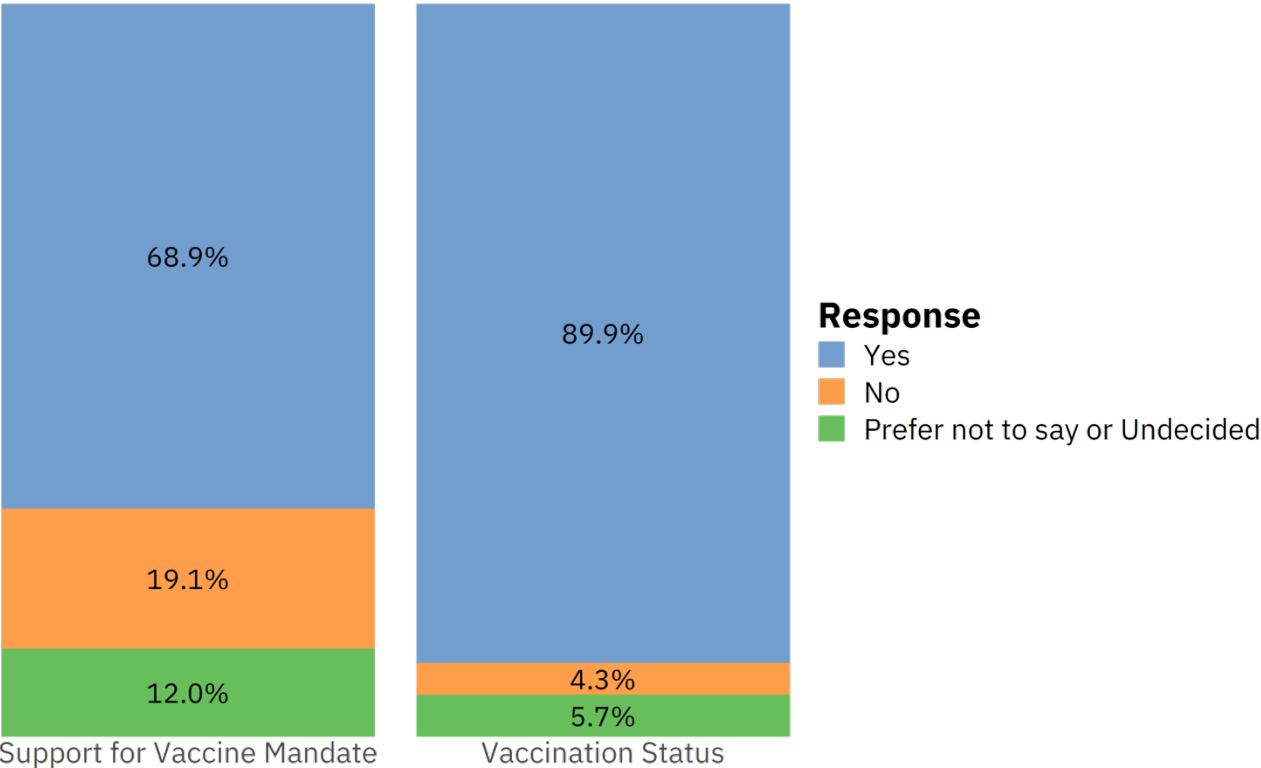


Fig. 12



COVID-19 Vaccination Information for BC Dental Hygienists

COVID-19 Self-Reporting



Wage Results and Information

BCDHA receives many inquiries from Dental Hygienists regarding the average salary for their region and experience level. The results shared in this section provide up-to-date wage statistics for clinical Dental Hygienists and do not include wages for educators, independent dental hygienists or those who work in unique settings (e.g., dental sales, public health, etc.) Taking only this population into account, sample size of respondents was 1664 (out of an original 1843) with a margin of error of 2%

Since the start of the COVID-19 pandemic, employment conditions and settings for many Dental Hygienists have changed. Recognizing this, the BCDHA will continue to consider means of broadening the scope of this employment and wage survey in future years to ensure members have the most appropriate information at their fingertips. The 2021 survey represents the first exploratory steps in that direction, and we look forward to working with our membership to publish broadened results in the future.

PLEASE NOTE: Wage data denoted with an asterisk “*” represents a small sample size (less than 5 respondents). As such, the average wage may not accurately represent the location. If you are a member from a locale with a small sample size, please encourage your colleagues to participate in our next employment survey.

2021 British Columbia Average : \$49.99/hour

GREATER VANCOUVER

(38% of Respondents)

Cities	Average Hourly Wage	Years of Experience	Average Hourly Wage
Burnaby	\$ 52.82	0 – 5 Years	\$ 50.33
Coquitlam	\$ 50.86	6 - 10 Years	\$ 52.26
Delta	\$ 51.53	11 – 15 Years	\$ 53.32
Gibsons	\$ 48.40	16 – 20 Years	\$ 53.22
Ladner	\$ 53.67	21 – 25 Years	\$ 52.96
New Westminster	\$ 53.73	25+ Years	\$ 52.63
North Vancouver	\$ 54.97		
Port Coquitlam	\$ 49.22		
Port Moody	\$ 50.38		
Richmond	\$ 51.61		
Sechelt	\$ 47.12		
Squamish	\$ 50.08		
Surrey	\$ 48.99		
Tsawwassen	\$ 50.83		
Vancouver	\$ 52.85		
West Vancouver	\$ 52.50		
Whistler	\$ 52.00		
White Rock	\$ 51.31		
Regional Average	\$ 52.11		

VANCOUVER ISLAND AND VICINITY

(25% of Respondents)

Cities	Average Hourly Wage	Years of Experience	Average Hourly Wage
Campbell River	\$ 50.30	0 – 5 Years	\$ 47.52
Comox	\$ 46.12	6 - 10 Years	\$ 47.87
Courtenay	\$ 46.52	11 – 15 Years	\$ 47.54
Duncan	\$ 48.52	16 – 20 Years	\$ 47.81
Ladysmith	\$ 48.40	21 – 25 Years	\$ 49.18
Langford	\$ 49.05	25+ Years	\$ 49.93
Nanaimo	\$ 47.09		
Nanoose Bay	\$ 47.25*		
Parksville	\$ 46.35		
Port Alberni	\$ 45.33		
Port Hardy	\$ 45.00*		
Qualicum Beach	\$ 47.29		
Remote Location(s)	\$ 47.09		
Saltspring & Gulf Islands	\$ 59.17*		
Sidney	\$ 49.23		
Sooke	\$ 51.57		
Victoria	\$ 48.57		
Regional Average	\$ 48.23		

THOMPSON OKANAGAN

(16% of Respondents)

Cities	Average Hourly Wage	Years of Experience	Average Hourly Wage
Kamloops	\$ 46.58	0 – 5 Years	\$ 46.74
Kelowna & West Kelowna	\$ 48.56	6 - 10 Years	\$ 48.49
Lake Country	\$ 48.64	11 – 15 Years	\$ 48.21
Merritt	\$ 48.88*	16 – 20 Years	\$ 48.43
Osoyoos	\$ 45.00*	21 – 25 Years	\$ 48.64
Penticton	\$ 48.55	25+ Years	\$ 48.45
Remote Location(s)	\$ 47.00*		
Salmon Arm	\$ 48.41		
Vernon	\$ 49.02		
Regional Average	\$ 48.14		

FRASER VALLEY

(12% of Respondents)

Cities	Average Hourly Wage	Years of Experience	Average Hourly Wage
Abbotsford	\$ 49.53	0 – 5 Years	\$ 49.32
Agassiz	\$ 47.00*	6 - 10 Years	\$ 50.73
Chilliwack	\$ 50.26	11 – 15 Years	\$ 51.02
Fort Langley	\$ 49.00	16 – 20 Years	\$ 50.99
Langley	\$ 52.78	21 – 25 Years	\$ 54.64
Maple Ridge	\$ 48.94	25+ Years	\$ 50.68
Mission	\$ 49.62		
Pitt Meadows	\$ 51.28		
Remote Location(s)	\$ 48.50*		
Regional Average	\$ 50.78		

CARIBOO AND NORTHERN

(5% of Respondents)

Cities	Average Hourly Wage	Years of Experience	Average Hourly Wage
Dawson Creek	\$ 54.83*	0 – 5 Years	\$ 47.11
Fort Nelson	\$ 60.00*	6 - 10 Years	\$ 47.13
Fort St. John	\$ 52.40	11 – 15 Years	\$ 47.47
Kitimat	\$ 46.50	16 – 20 Years	\$ 49.34
Prince George	\$ 45.86	21 – 25 Years	\$ 48.25
Prince Rupert	\$ 60.67	25+ Years	\$ 48.06
Quesnel	\$ 39.90		
Terrace	\$ 47.00		
Williams Lake	\$ 48.38		
Remote Location(s)	\$ 48.50		
Regional Average	\$ 47.76		

KOOTENAY REGION

(4% of Respondents)

Cities	Average Hourly Wage	Years of Experience	Average Hourly Wage
Castlegar	\$ 48.26	0 – 5 Years	\$ 47.23
Cranbrook	\$ 49.55	6 - 10 Years	\$ 46.77
Creston	\$ 50.00*	11 – 15 Years	\$ 48.46
Golden	\$ 46.33*	16 – 20 Years	\$ 46.66
Grand Forks	\$ 50.00*	21 – 25 Years	\$ 50.06
Invermere	\$ 50.68	25+ Years	\$ 53.50
Nelson	\$ 47.00		
Revelstoke	\$ 46.17*		
Trail	\$ 47.58		
Remote Location(s)	\$ 49.51*		
Regional Average	\$48.48		