



Celebrating 60 Years of Excellence



BCDHA

2024

Wage Survey

Wage Survey

Executive Summary

This survey and report represent a snapshot in time about British Columbia Dental Hygienists' Association member's wages and employment specifically, with dental hygienists working in clinical practice settings as the primary respondents to the survey.

KEY FINDINGS

- B.C. Dental Hygienist Average Hourly Wage: \$55.91 per hour in 2024.
- Wage Growth: 11.8% increase in average hourly wage since the 2021 BCDHA Wage Survey (\$49.99).
- Majority Employed in Clinical Practice settings: 92% of respondents work in clinical dental practices owned by dentists or dental corporations.
- Top Benefit: Free/low-cost in-office oral healthcare for self (74%)
- Missing Entitlement: Only 60% of respondents report receiving paid sick days, despite the provincial government introducing five paid sick days as mandatory for BC workers effective January 1, 2022.¹

DEMOGRAPHICS

- Predominantly female (96%)
- Representation of First Nations/Metis (2.7%)
- Most hold a Diploma as their highest level of dental hygiene education (82.3%)

B.C. Wage by Years of Experience:

Experience (Years)	Average Wage
Less than 1	\$53.43
1 to 5	\$56.14
6 to 10	\$57.58
11 to 15	\$57.67
16 to 20	\$57.99
21 to 25	\$56.47
More than 25	\$56.63



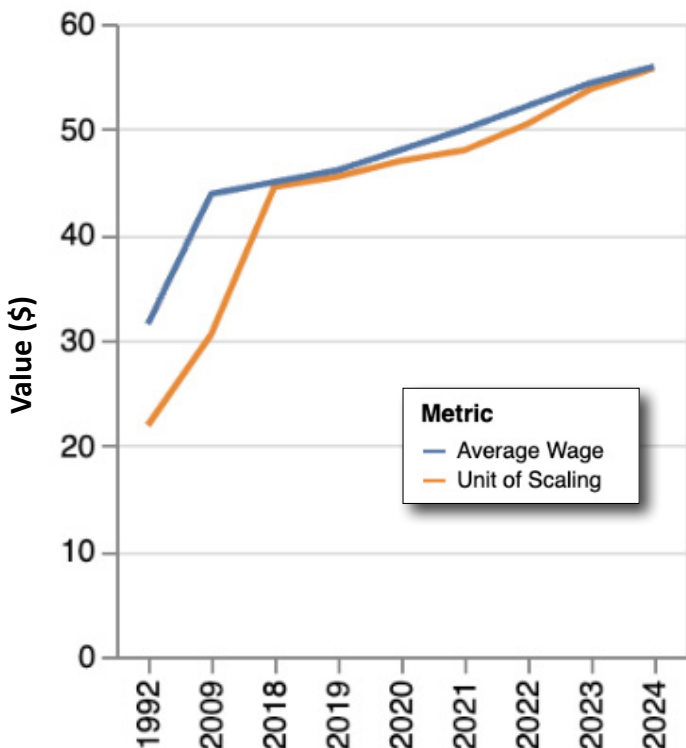
1. Government of British Columbia. Employment Standards Branch. Paid sick leave [Internet]. Government of British Columbia; 2023 Jan 11 [cited 2024 May 1]. Available from: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/paid-sick-leave>.

Wage Increase Trajectory Chart

Area	2009	2011	2013	2015	2017	2019	2021	2023
Campbell River	\$42.60	\$41.28	\$41.18				\$50.30	\$61.88
Chilliwack	\$43.06	\$40.76	\$41.63				\$50.26	\$55.80
Courtenay/Comox	\$43.33	\$41.41	\$40.27			\$45.24	\$46.32	\$56.40
Kamloops	\$39.50	\$38.94	\$38.87			\$45.24	\$45.58	\$56.89
Kelowna/West Kelowna	\$42.37	\$42.77	\$43.15			\$44.92	\$48.56	\$57.42
Nanaimo	\$41.66	\$41.31	\$41.51			\$43.92	\$47.09	\$54.73
Prince George	\$39.20	\$39.08	\$38.95			\$42.31	\$45.86	\$50.78
Vernon	\$42.96	\$43.41	\$42.96			\$43.92	\$49.02	\$54.83
Victoria	\$45.20	\$41.23	\$42.96			\$44.60	\$48.57	\$57.09
AVERAGE*	\$45.85	\$41.86	\$41.89	\$43.05	\$43.71	\$46.10	\$49.99	\$55.91

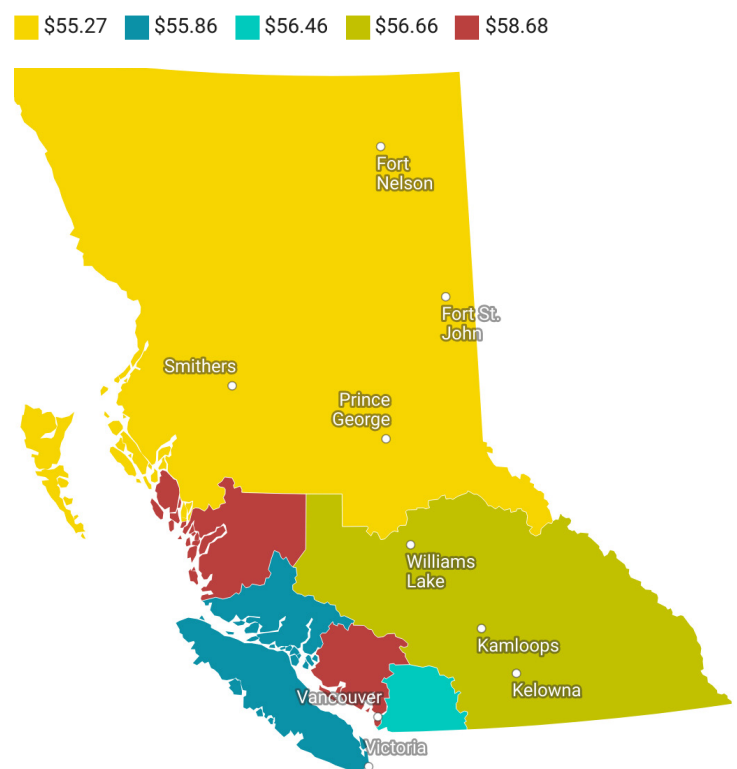
B.C. Dental Fee Guide vs. Hourly Wage Chart

Unit of scaling & average hourly wage over years



Average Wage by Region in British Columbia

Regional Average Hourly Wage for Dental Hygienists



Wage Survey Summary Report

In 2024, the British Columbia Dental Hygienists' Association conducted an employment and wage survey. A total of 976 members responded. The results showed that the average wage for dental hygienists was \$55.91 per hour. Most respondents were employed in clinical practice owned by a dentist or a dental corporation, and 95% reported hourly compensation in their primary practice setting.

This survey provides valuable insights into the employment and wages of dental hygienists in B.C. Due to changes in the wage survey design, the 2024 average wage calculations by region are based on reported hourly rates in clinical dental practices (including specialty practice), excluding independent dental hygiene clinics, education, administration, and public health.¹ Therefore, caution is advised when directly comparing results to the previous year's period. Additionally, like any survey, the findings may be influenced by potential sampling biases.

DEMOGRAPHIC INFORMATION

- 96% identify as female.
- 2.7% identify as First Nations, or Metis.
- 82.3% hold a Diploma or Advanced Diploma in Dental Hygiene as their highest level of dental hygiene education, while 13.8% report holding a bachelor's degree in dental hygiene.
- 42.4% completed post-secondary education in a field other than dental hygiene, including the following: 6.8% hold Master's or Doctoral degrees, 35.3% hold Bachelor's degrees, 38.3% hold Diplomas, and 7% hold Certified Dental Assisting Certificates.

REGISTRANT CATEGORY

- 85% Registered Dental Hygienists.
- 13% Dental Hygiene Practitioners.

- 2% Independent Dental Hygienist Practitioners.

EMPLOYMENT SETTINGS

- 2.2% own an independent dental hygiene practice.
- 92% primary practice setting is a clinical practice owned by a dentist or a dental corporation.
- 95% receive an hourly rate as their remuneration structure.

WAGE INCREASES

- 88% of respondents received a wage increase from their current employer in the past 2 years.

EXTENDED HEALTH, DENTAL, AND OTHER EMPLOYMENT BENEFITS

- Respondents reported that the top 5 benefits and entitlements they receive are:
 - Free/low-cost in-office oral healthcare for self (74%)
 - Uniform allowance (54%)
 - Paid Sick Days (60%)
 - Professional Development (56%)
 - Free/low-cost in-office oral healthcare for family (54%)
- 89% of respondents have access to benefits such as dental insurance and/or extended health benefits from an alternative source such as a spousal plan.
- **Of note, the provincial government introduced mandatory five paid sick days for all BC workers on January 1, 2022.¹**

WAGE RESULTS AND INFORMATION

BCDHA receives many inquiries from dental hygienists regarding the average salary for their region and experience level.

2. In the context of dental hygiene practice settings, the average hourly wage varies significantly. The highest average hourly wage is observed in Long-Term Care settings, at \$116.67. This is followed by Education settings, where the average hourly wage is \$72.88. Independent Dental Hygiene Practices, both owners and employees, earn an average of \$60.30 per hour. Clinical Practices owned by Dentists and Mobile Clinics owned by Dental Hygienists have similar average hourly wages, at \$56.05 and \$54.83 respectively. Administration and Public Health/Community settings have the lowest reported average hourly wages, at \$48.57 and \$45.96 respectively. Please note that these figures are based on a small sample size and there is considerable variation in wage reporting among different practice settings.

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.) Most respondents report hourly compensation in their primary practice setting.

PLEASE NOTE: Regional wage data was determined based on hourly wage. Responses from communities with small sample sizes (less than 5) were combined with a nearby region for analysis. An asterisk “*” denotes fewer than 5 responses for that category. Small sample sizes may skew the data accuracy. If you are a member from a locale with a small sample size, please encourage your colleagues to participate in our next employment survey.

**2024 British Columbia Average Clinical Hourly Wage:
\$55.91 per hour**

BC WAGE BY YEARS OF EXPERIENCE

There is a slight variation between overall average wage across all experience levels (\$56.56) and the average calculated using regional data (\$55.91). This difference occurs because regional averaging smooths out variation between individual communities within a region while the overall average by years of experience highlights the impact of experience on wages.

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*Average for BC (all areas) based on CDHA and/or BCDHA Wage Surveys.

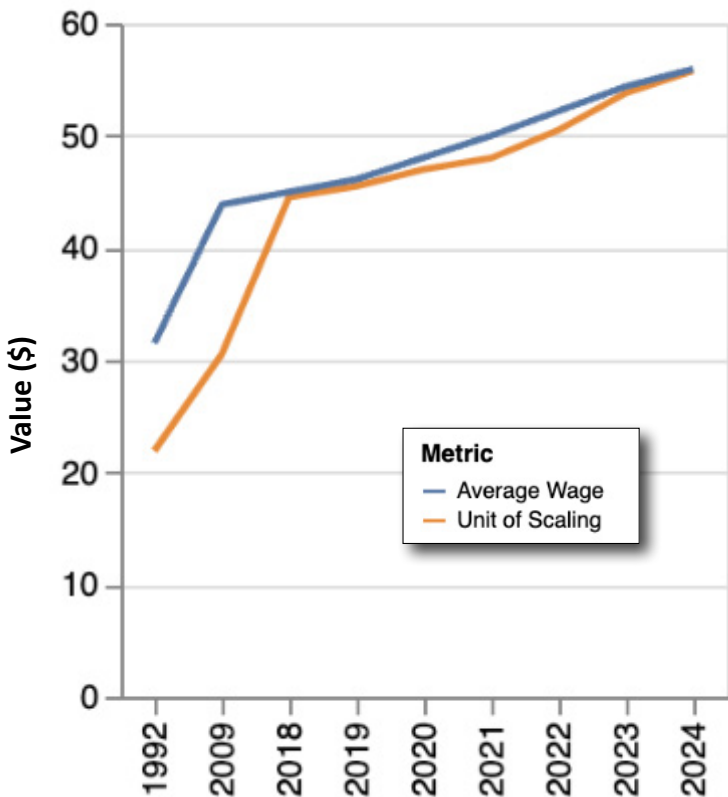
Wages for dental hygienists in British Columbia have been on the rise, with significant increases seen in recent years. The average hourly wage in 2024 was \$55.91, up from \$43.85 in 2009. This represents growth of \$0.80 per year over the past 15 years.

There is some variation in wages across the province, with higher wages in areas such as Greater Vancouver, Vancouver Island, and Thompson Okanagan. However, all regions have seen significant increases in wages over the past several years.

B.C. Dental Fee Guide Increase (1 unit of scaling)

Area	Unit of scaling	Reported average hourly wage for a BC dental hygienist*
1992	\$21.90	\$31.50
2009	\$30.50	\$43.85
2018	\$44.50	No available data
2019	\$45.50	\$46.10
2020	\$47.00	No available data
2021	\$48.00	\$49.99
2022	\$50.50	No available data
2023	\$53.80	\$54.38
2024	\$55.80	\$55.91

Unit of scaling & average hourly wage over years

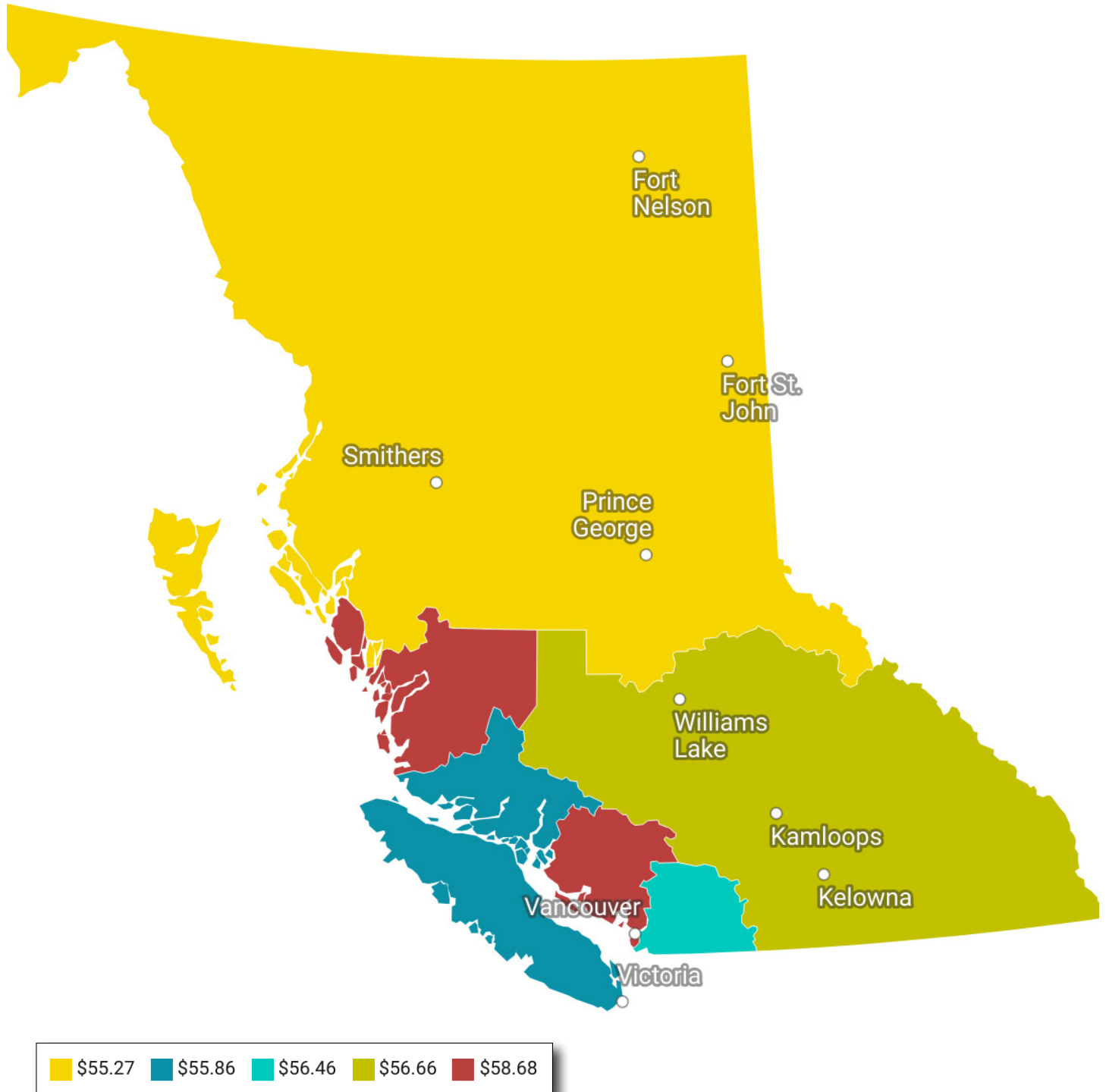


KEY OBSERVATIONS

- Increases:** Both scaling fees and hourly wages have increased, though wages are increasing at a slower pace than the scaling fees.
- Gap Narrowing:** While both average wage and unit of scaling are increasing, the gap between them is shrinking dramatically over time. This demonstrates that the income per unit of scaling performed is increasing, but the hourly wage increase has been less dramatic.
- Significant Change:** The situation was different in 1992. Then, the hourly wage was substantially greater (43.8%) than the fee for a single unit of scaling. By 2024, the difference is incredibly small (0.2%). This illustrates how much the gap has decreased over the years.

Average Wage by Region in British Columbia

Regional Average Hourly Wage for Dental Hygienists



Average Wage by Municipality

GREATER VANCOUVER

36% of Respondents

Municipality	Average Wage
Burnaby	\$59.95
Coquitlam	\$56.24
Delta	\$59.00
New Westminster	\$59.11
North Vancouver	\$61.02
Port Coquitlam	\$57.40
Port Moody	\$56.32
Richmond	\$58.73
Squamish/Whistler/West Vancouver	\$59.86
Surrey	\$57.60
Vancouver	\$59.79
White Rock	\$59.10
Regional Average	\$58.68

FRASER VALLEY

13% of Respondents

Municipality	Average Wage
Abbotsford/Mission	\$55.79
Chilliwack/Hope	\$56.14
Langley	\$56.65
Maple Ridge	\$55.69
Pitt Meadows	\$58.01
Regional Average	\$56.46

VANCOUVER ISLAND & VICINITY

17% of Respondents

Municipality	Average Wage
Campbell River	\$61.88
Courtenay/Comox/Powell River	\$56.39
Duncan/Ladysmith	\$57.12
Langford/Colwood	\$56.53
Nanaimo/Parksville	\$53.74
Parksville	\$53.81
Port Alberni	\$53.60
Haida Gwaii*	\$52.56
Victoria	\$57.09
Regional Average	\$55.86

CARIBOO AND NORTHERN

6% of Respondents

Municipality	Average Wage
Fort St. John/Dawson Creek	\$56.98
Prince George	\$50.53
Quesnel/100 Mile House	\$53.75
Terrace/Smithers/Prince Rupert	\$59.25
Williams Lake	\$55.83
Regional Average	\$55.27

Average Wage by City Continued

KOOTENAY REGION

5% of Respondents

Municipality	Average Wage
Castlegar/Trail	\$55.28
Cranbrook/Creston/Fernie/Invermere	\$52.78
Golden/Revelstoke	\$51.75
Grand Forks/Nelson/Rossland	\$53.62
Regional Average	\$53.36