



Lets Regulate Salaries!

HOW TO KNOW
WHAT YOU
SHOULD PAY
YOUR STAFF?

By Marguerite Morgan

In almost twenty years in my career as a recruiter both in legal and dental recruitment when it comes to salary I have always placed job seekers into a job based on their experience (not location) and what the current economic climate is offering.

When you are specialising in a niche industry you are in a better position to experience new/different trends. Since June 2018 there has been a significant change regards the unrealistic expectations of support staff in particular Dental Nurses when it comes to salary. There is also the misconception of a lot of practice owners out there that 'there are no dental nurses available'. I would not completely agree with this. The majority of people we work with are not applying independently to roles, so when a practice advertises a job independently they will not receive the same applications that we are actively working on.

We will always find the right person for each individual practice, however we can never give the time-frame as to how quickly we will achieve this.

The dental profession is a very small industry and I am of the mind that we should regulate salaries in Ireland or at least have one central place to go to as a guideline as to what kind of salaries are being offered in a current year. You should not be contacting the IDNA, the IDHA or the IDA for this kind of information. The only people you should be speaking to is Irish Dental Jobs. We talk to dental professionals all day every day and this is how we gather our information to share with the dental profession.

Trends in Salary

Times have changed in the last couple of years and we have had to advise our clients that they need to increase salaries being offered however, salaries offered must reflect the dental professionals experience. A dental professional for example a Dental Nurse/Receptionist who has little or no experience should **NEVER** be offered a salary of €17 p.h not for 2020 anyway. For €17 p.h one needs to have minimum 5 years solid experience and be with a practice for minimum two years at a time.

These days everyone is on group chats, social media and other various communication platforms, whereby jobseekers discuss contradictory salaries which increases these unrealistic expectations in salaries. We are running into scenarios time and time again whereby a nurse who we have secured a job for has been offered a salary that matches her experience and it is on par with the current salary trends for her experience, however contacts Irish Dental Jobs a few days afterwards to query why she has been offered a lower salary than her friend who has no experience.

This is down to the group chats and various online communication forums, this is down to the misconception of practice owners who advertise independently who are of the mind that there are no dental nurses in particular available, and from this dental nurses who do not have the valid experience or skill set are being offered ridiculously salaries that do not match their skill set. **THIS NEEDS TO STOP!**



When a person is looking for a job, salary should not be their number one motivation and if it is you are considering hiring the wrong person!!

There needs to be a central domain whereby dental employers can assess the current salary status and also adhere to these trends, not based on location, or the misconception that there are no dental nurses available. I would advise you to base it on the below guidelines and therefore salary regulation will be direct and undemanding. If an employee is inquiring about the current pay-scale or if you are unsure about the current salary climate, you can refer them back to our salary scale guide below. This information can be considered as *Bible*, as this is a collection of 10 years knowledge specialising in the Irish Dental Profession.

The salary guide below will be visible on our website; it will be circulated with every Dental Professional on our database (3000+) including Specialists, Associates, Hygienists, Orthodontic Therapists, Treatment Coordinators, Dental Technicians, Practice Managers, Dental Nurses, Dental Receptionists and Admin staff.

If you are advertising/interviewing independently, my advise to you is to work off our salary guide and if you meet someone who's expectations are over and above and are proving challenging we recommen you revert them to our website.

As the only dental recruitment agency in the Ireland, retaining Ireland's only dental database, we are the only organisation that knows the current salaries on offer and what should be on offer, we speak with dental professionals all day every day, with 10 years experience in dental recruiting, we are experts in our field!

Temp Rates

In any industry traditionally a temp is paid almost double their hourly rate however since 2009 the dental profession in Ireland has not allowed this. It is only now, 10 years later, that most of our dedicated temps are placed at €18 ph however I dont believe this is right considering A) a temporary dental nurse is doing the hardest job and B) when a permanent dental nurse with only 5 years' experience can be offered €17ph. There is no comparision between a dental nurse working 5 years in a dental practice to a temporary nurse working 5 months in a dental practice. The nurse working 5 months temping is likely far more skilled, adaptable, reliable and experienced than the full-time nurse. Most of Irish Dental Jobs dedicated temp team have been working with us for 4 years+ now and some have over 20 years' experience. Their hourly rate should be rightly over €20ph. Their current hourly rate is NOT in trend with what salaries should be offered for 2020 and they have never been in trend with what is tradiutionally offered to a temporary worker.

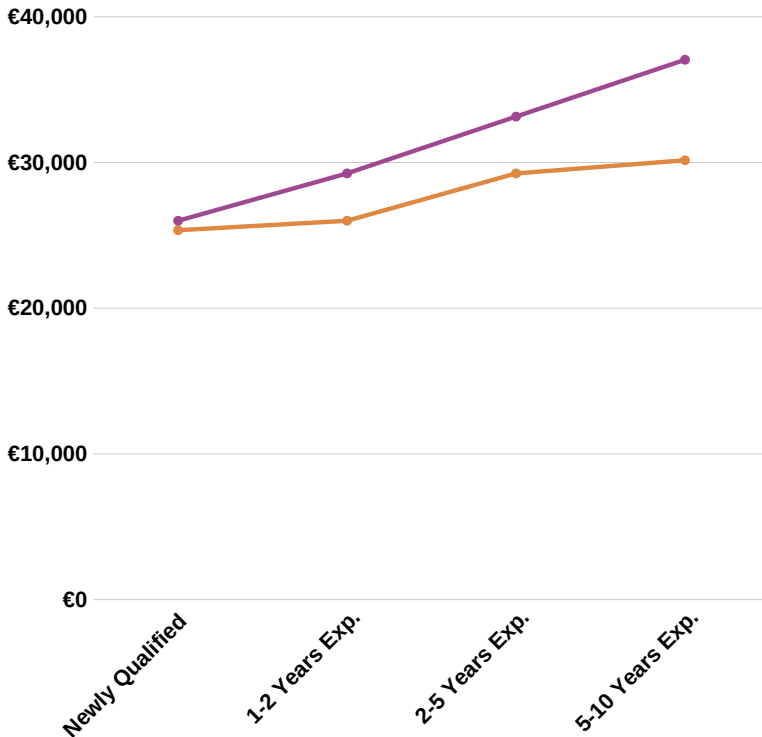
"In my 20 years in recruiting, what I believe and what I work by is that salaries should be based on experience and not on location"



Salary Guideline:

Below is a guideline of salaries that should be on offer for 2020 based on a 37.5hr week for a Support Staff. Relevant employer taxes need to be added to the hourly rate:

SUPPORT STAFF



Orange line indicates the minimum salary that should be on offer for support dental professionals the **purple line** indicates the maximum.

For each years experience below we should all be trying to work off the minimum salary rather than the maximum salary **however** on occasion we may be working with a dental professional who for example has two years' experience and will not consider the minimum salary of €26,000, but we know is an exceptional dental professional. This is when we may have to consider the maximum salary e i.e. €29,950 = €15ph. **The higher end should only to be considered for an exceptional application.**

Irish Dental Jobs Pay-Scale

Exp.	Min Salary	Max Salary
Newly Qualified	€25,350 = €13ph	€26,000 = €13.33 ph
1-2 Years Experience	€26,000 = €13.33ph	€29,250 = €15ph
2-5 Years Experience	€29,250 = €15ph	€33,150 = €17ph
5-10 Years Experience	€33,150 = €17ph	€37,050 = €19ph

HYGIENISTS:

The two most common job offers from a Practice Owner for a Hygienist are:

A) A guaranteed hourly rate – A newly qualified Hygienist **SHOULD NOT** be paid a guaranteed hourly rate at €35ph. This is what a newly qualified is currently demanding and some are unfortunately being offered this, not through Irish Dental Jobs but when the Hygienist applies to a practice independently. They do not have the skill set or the experience to warrant this kind of a salary.

B) 40% inclusive, meaning the Hygienist earns 40% of what they generate however all relevant taxes are deducted from this.

All hygienists are hired on an employee basis

DENTISTS:

For 9 years we were promoting the sliding scale starting at 40%, however no Dentist is prepared to accept this anymore, **45% - 50%** split is where we are at today.

Tip!

You can always offer over and above what the current salary trend is, that is your prerogative! This is a good way to prevent the person going for further interviews, it is also a good incentive to maintain existing staff, however it should only be offered to those who have the relevant experience and background.



Salary Guideline:

Take me out and keep for future referencing!

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