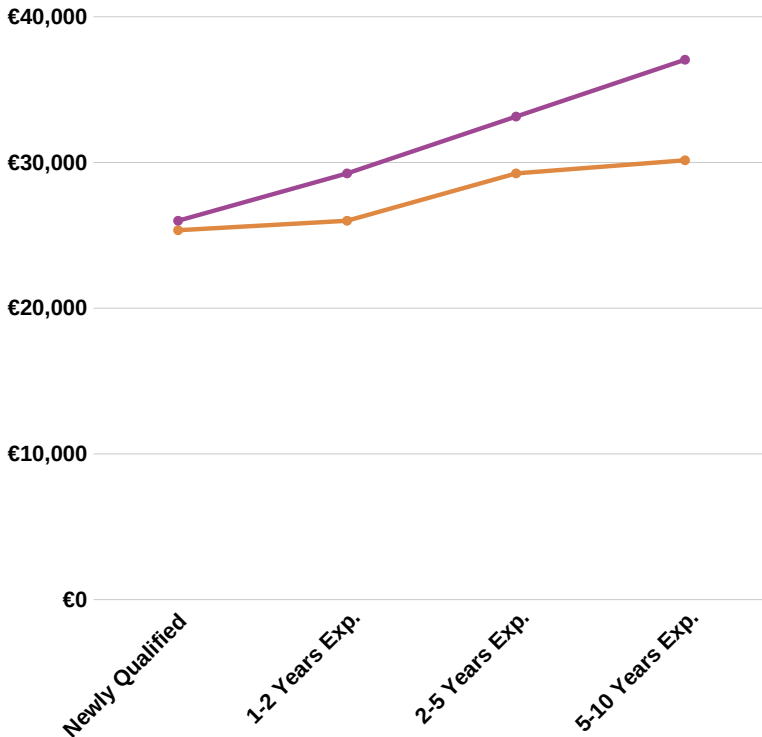


# Salary Guideline:

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:

Below is a guideline of salaries that should be on offer for 2020 based on a 37.5 hr week for support staff.

Take me out and keep for future referencing!

*Relevant employer taxes need to be added to the hourly rate:*

## DENTAL NURSES:

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
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## Irish Dental Jobs Pay-Scale



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