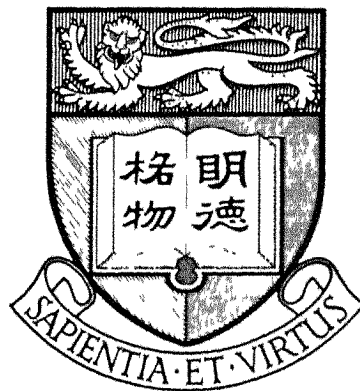


Employment Survey of Dental Graduates of 1999



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Employment Survey of Dental Graduates of 1999

by

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EMPLOYMENT SITUATION OF 1999 DENTAL GRADUATES

I. EXECUTIVE SUMMARY

- 1.1 This year, a total of 50 students graduated from the Faculty of Dentistry. Valid responses were provided by 45 graduates, giving a response rate of 90%.
- 1.2 42 graduates (93%) worked as dental surgeons. 3 graduates (6.7%) were still seeking employment at the time of the survey.
- 1.3 Only one graduate had set up his/her own clinic. 49% of the graduates also planned to do so in future.
- 1.4 The dental graduates of 1999 took longer time to secure employment than the previous year's graduates.
- 1.5 Compared with 1998, a higher percentage of graduates worked more than 51 hours (excluding lunch hours) per week. (56% in 1999 compared with 39% in 1998.)
- 1.6 The average monthly income was \$20,000, down 20% from the previous year's \$25,000.
- 1.7 83% of the dental graduates of 1999 were satisfied with their jobs.

II. METHODOLOGY

- 2.1 Questionnaires were sent out to all 50 graduates in November 1999, with one subsequent mail reminder in December, telephone interview was carried out in early January 2000 to reach all the non-respondents and those who had reported to be unemployed previously. Information on employment status was collected up to 31 December 1999 as required by the University Grant Committee (UGC). Data validation and analysis as well as compilation of statistical tables were done in late February and March 2000. A total of 45 graduates replied, representing a response rate of 90%.

II. SUMMARY OF RESULTS

3.1 Employment Situation

Among the 45 dental graduates who responded to the survey, 93% (or 42 graduates) were in employment as dental surgeons within six months of graduation. Another 6.7% or (3 graduates) were still seeking employment at the time of the survey. (Table 1 on p.4)

3.2 Employment Destinations of New Dental Graduates

Of the 42 graduates who were in employment as dental surgeons, 40 provided information on their employer. 63% (or 25 graduates) of these graduates were employed by private clinics, 25% (or 10 graduates) by the Prince Philip Dental Hospital, two each by "Other Hospital Dental Clinic" and community clinic. One graduate was self-employed as sole proprietor in a private clinic. Since 1992, no new dental graduate was employed by Government. (Table 2 on p.5)

3.3 Time Taken to Secure Employment

The time taken to secure employment was longer than the previous year. By November 1999, only 78% of the 1999 graduates had secured full-time employment, compared with 91% in 1998. (Chart 1 on p.8)

3.4 Job Lead Source

Job notices posted in the Faculty accounted for 44% of the job leads. Dental Association Newsletters, friends and relatives accounted for 22% each. (Table 3 on p.6)

3.5 Workload

The working hours of the new dental surgeons ranged from less than 30 hours to 70 hours per week.

56% of the graduates of 1999 reported working 51 to 70 hours per week (excluding lunch hours), compared with 39% in 1998. (Chart 2 on p.8)

Around 35% of the graduates of 1999 attended to more than 10 treatments per working day, compared with 22% in 1998. (Chart 3 on p.9)

3.6 Income

The monthly income of the dental graduates of 1999 ranged from \$10,000 to \$30,000. The median and mean monthly income were \$20,000 and \$21,970 respectively, representing a significant decrease of 20% and 11% from the previous year's \$25,000 and \$24,674. (Chart 4 on p.9)

3.7 Job Satisfaction

83% of the dental graduates were very satisfied or quite satisfied with their jobs, same as 1998. The most important factors of satisfaction were responsibility given, working conditions and nature of work. Dissatisfaction stemmed mainly from organization policies, advancement/career prospects, concern about job security and terms of employment. (Charts 5 & 6 on p.10)

3.8 Future Plans

Around 49% of the dental graduates planned to set up private practice in future (48% in 1998). 43% indicated a wish for hospital/clinic work, compared with the previous year's 22%. (Chart 7 on p.11)

STATISTICAL TABLES AND CHARTS

Table 1
EMPLOYMENT SITUATION OF NEW DENTAL SURGEONS
1995 - 1999

	1995	1996	1997	1998	1999
Population	37	38	36	43	50
No. of respondents	34	36	32	40	45
Response rate	91.9%	94.7%	88.9%	93.0%	90.0%
1. Employed (as dental surgeon)	34 (100%)	33 (91.7%)	31 (96.9%)	32 (80.0%)	42 (93.3%)
2. Full-time further studies	0 (0%)	0 (0%)	0 (0%)	1 (2.5%)	0 (0%)
3. Unemployed	0 (0%)	2 (5.6%)	0 (0%)	7 (17.5%)	3 (6.7%)
4. Emigrated/Returned to home country	0 (0%)	1 (2.8%)	1 (3.1%)	0 (0%)	0 (0%)

Table 2

FIRST DESTINATIONS OF 1999 NEW DENTAL SURGEONS

DESTINATION	1999
Dentistry-	
Community Clinics ^{*1}	2 (5.0%)
(i) non-profit making agencies subvented by Government	1
(ii) Commercial organizations ^{*2}	1
Prince Philip Dental Hospital	10 (25.0%)
Other Hospital Dental Clinic	2 (5.0%)
Private Clinics ^{*3}	25 (62.5%)
(i) as associates or partners	7
(ii) as paid employees	18
Private Clinics self-employed as sole proprietor	1 (2.5%)
TOTAL NO. OF JOBS HELD	40 (100%)

No Response = 2

*1 Community Clinics are those run by non-profit making or commercial organizations.

*2 Commercial Organization Clinics are those run by organizations for their staff.

*3 Private Clinics are those run by individual or groups of dentists.

Table 3

JOB LEAD SOURCE OF 1999 NEW DENTAL SURGEONS

JOB LEAD SOURCE	NO. OF GRADUATES
Faculty Job Notices*	16 (44.4%)
Dental Association Newsletters	8 (22.2%)
Friends and Relatives	8 (22.2%)
Alumni	1 (2.8%)
Lecturers	1 (2.8%)
Newspapers	1 (2.8%)
Previous Employers	1 (2.8%)
TOTAL	36 (100%)

No Response = 2

* Sourced by Careers Education & Placement Centre and Faculty of Dentistry

This table shows the number of graduates in full-time employment.

Table 4A

WORK LOCATIONS OF 1999 NEW DENTAL SURGEONS

DISTRICT	NO. OF NEW DENTAL SURGEONS
Hong Kong	19 (51.4%)
Kowloon	9 (24.3%)
New Territories	9 (24.3%)
TOTAL	37 (100%)

No Response = 1

Table 4B

WORK AREAS OF 1999 NEW DENTAL SURGEONS

AREA	NO. OF NEW DENTAL SURGEONS
Commercial Area	9 (25.7%)
Residential Area	26 (74.3%)
TOTAL	35 (100%)

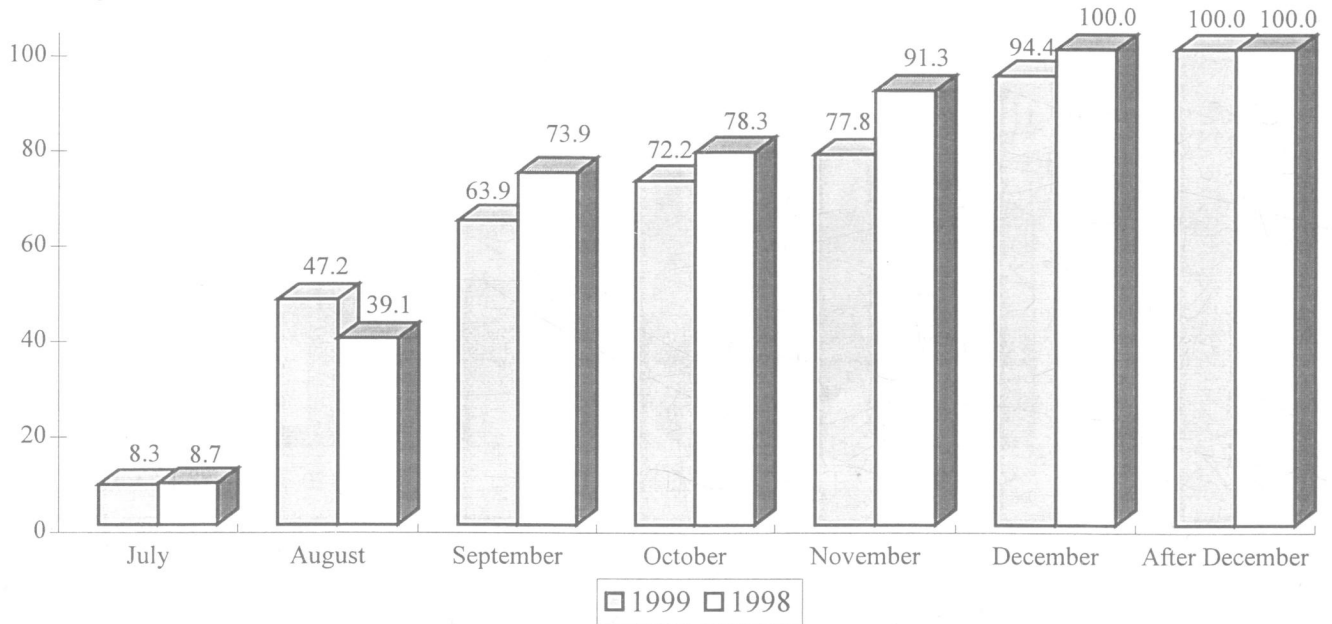
No Response = 3

These tables show the number of graduates in full-time employment.

Chart 1

**TIME TAKEN TO SECURE EMPLOYMENT
1998 - 1999**

Percentage

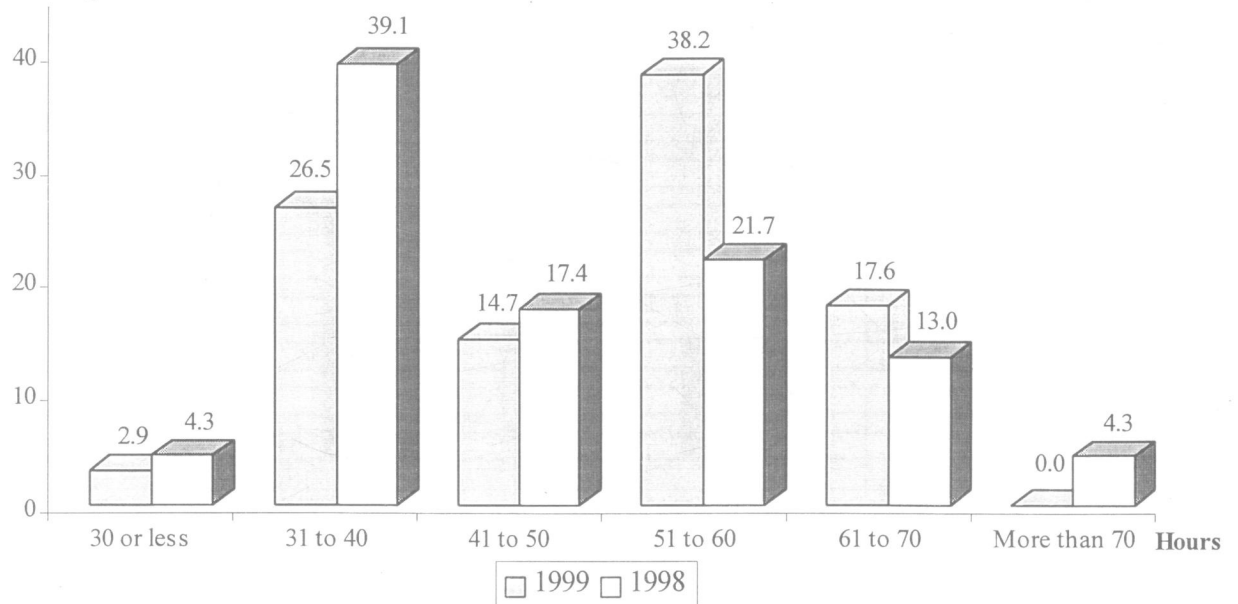


No Response = 2

Chart 2

**HOURS OF WORK OF NEW DENTAL SURGEONS
1998 - 1999**

Percentage



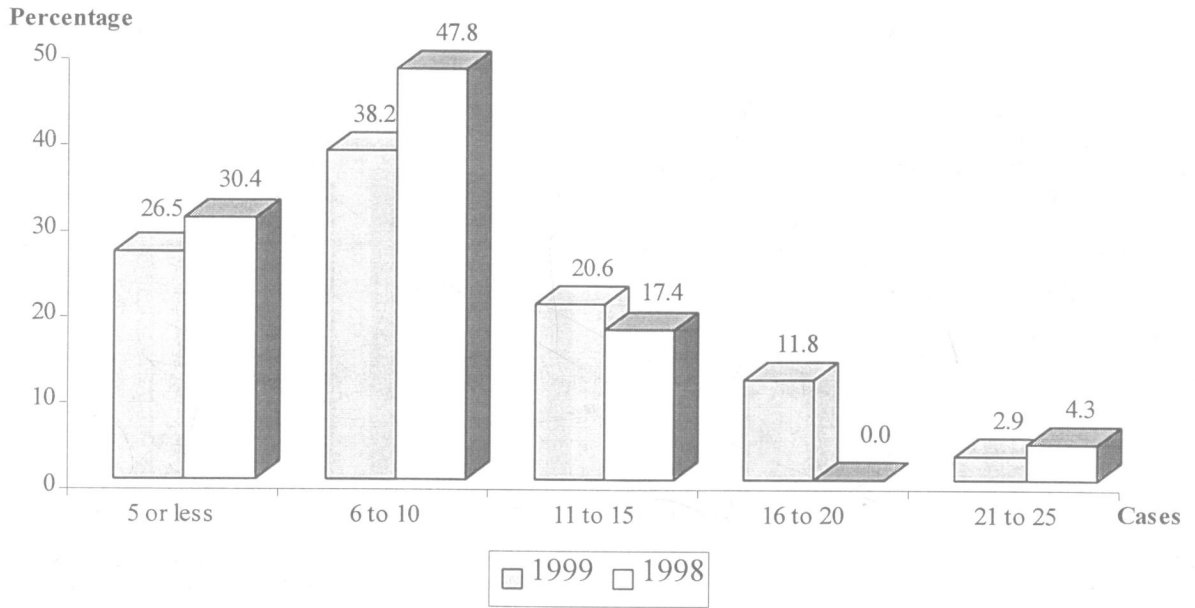
No. of working hours per week (excluding meal & travelling time)

No Response = 4

These charts show the percentage of graduates in full-time employment.

Chart 3

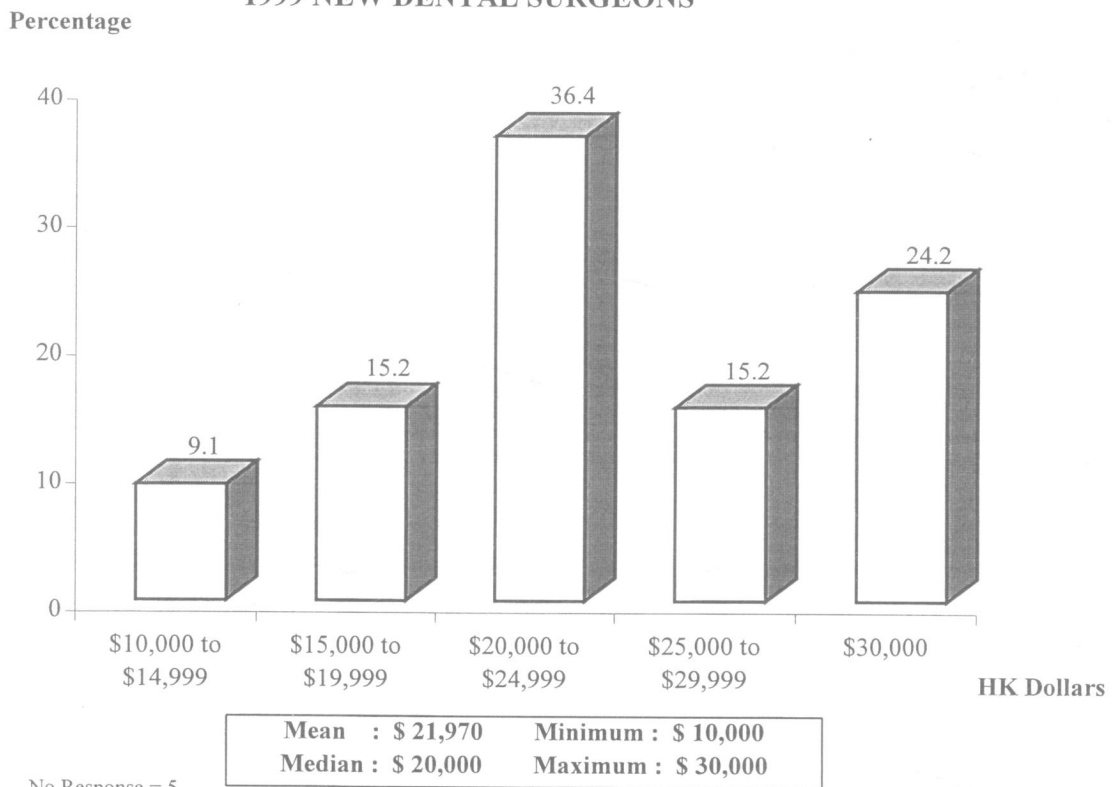
**AVERAGE DAILY CASELOAD OF
NEW DENTAL SURGONS 1998 - 1999**



No Response = 4

Chart 4

**MONTHLY INCOME OF
1999 NEW DENTAL SURGEONS**

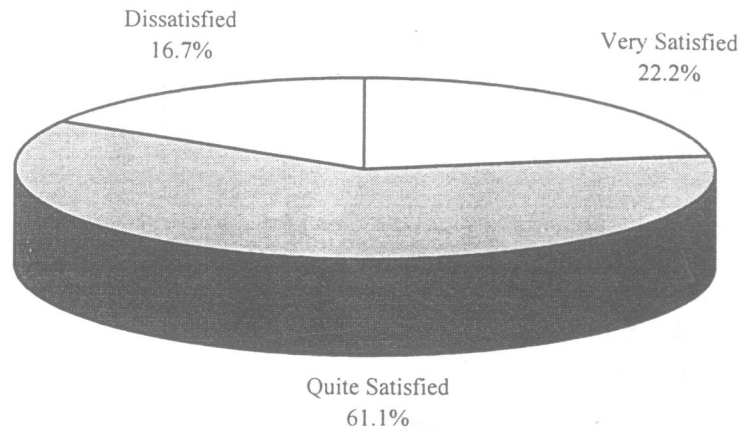


No Response = 5

These charts show the percentage of graduates in full-time employment.

Chart 5

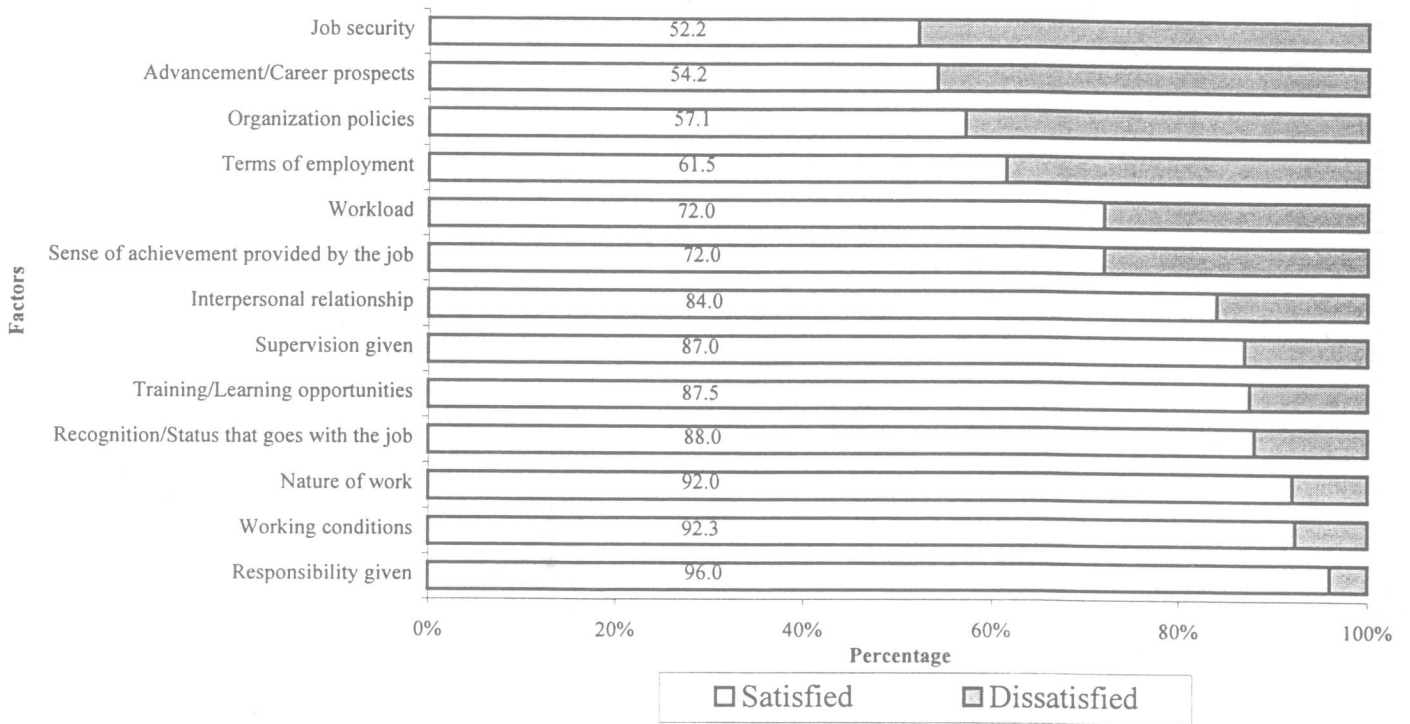
**JOB SATISFACTION OF
1999 NEW DENTAL SURGEONS**



No Response = 2

Chart 6

JOB SATISFACTION - EVALUATION ON VARIOUS JOB FACTORS

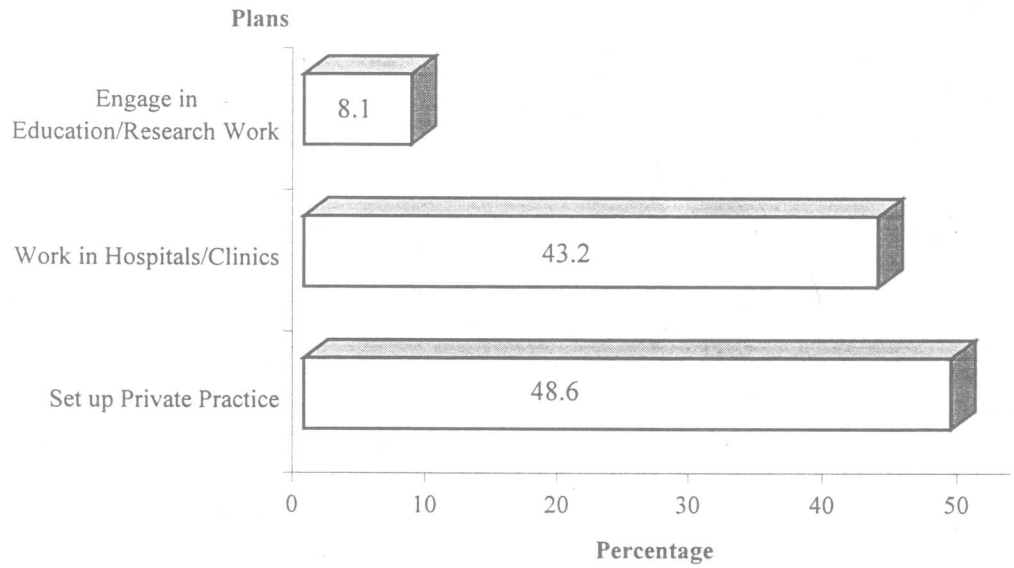


No Response = 12

These charts show the percentage of graduates in full-time employment.

Chart 7

**FUTURE PLANS OF
1999 NEW DENTAL SURGEONS**



No Response = 1

This chart shows the percentage of graduates in full-time employment.

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