

*Destinations and Remuneration of
1997 Dental Graduates*



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Destinations and Remuneration of 1997 Dental Graduates

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EMPLOYMENT SITUATION
1997 DENTAL GRADUATES

I. EXECUTIVE SUMMARY

- 1.1 This year a total of 36 students graduated from the Faculty of Dentistry. Valid responses were provided by 32 graduates, giving a response rate of 89%.
- 1.2 No unemployment was reported. All those in employment worked as dental surgeons. Only one graduate was employed as dental surgeon on a part-time basis.
- 1.3 One graduate was in the process of setting up his/her own clinic. However, 43% of the others also planned to do so in future.
- 1.4 The 1997 dental graduates were a little slower to secure employment than last year's graduates.
- 1.5 Compared with 1996, a lower percentage of graduates worked more than 40 hours (excluding lunch hours) per week (65% in 1996 compared with 43% in 1997). However, an increase in average daily caseload was reported.
- 1 6 The net average monthly income was \$26,500, down 8.6% from last year's \$29,000.
- 1 7 A lower percentage of dental graduates in 1997 (77%) were satisfied with their jobs, as compared with 94% in 1996.

II. METHODOLOGY

- 2.1 Questionnaires were sent out to all graduates in November 1997, with two subsequent reminders. Checking of questionnaires and telephone-chasing took place between late January and mid-February 1998. Data validation and analysis as well as compilation of statistical tables were done in March and April 1998. A total of 32 graduates replied, representing a response rate of 89%.

III. SUMMARY OF RESULTS

3.1 Employment Situation

Among the 32 dental graduates who responded to the survey, 30 (94%) secured full-time employment as dental surgeons within six months of graduation. One (3.1%) was employed as part-time salaried dental surgeon and one (3.1%) dental graduate indicated that he would leave Hong Kong. (Table 1 on p.4)

3.2 Employment Destinations of New Dental Graduates

The 30 full-time employed graduates shared a total of 38 jobs. 8 graduates took up two jobs concurrently.

21 jobs (55%) were in private clinics. 10 jobs (26%) were held in the Prince Philip Dental Hospital while 6 jobs (16%) were in community clinics (3 in non-profit making agencies and 3 in clinics run by commercial organizations for their staff). One graduate was in the course of setting up his/her own practice. As in the previous four years, no 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 last year. By September 1997, 80% of the 1997 graduates had secured employment, compared with 84% in 1996. (Chart 1 on p.8)

3.4 Job Lead Source

CEPC job notices posted in the Faculty accounted for 43% of the job leads, while Dental Association Newsletters supplied another 20%. Friends and relatives were quoted as the job lead source by 13% of the graduates. (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.

43% of 1997 graduates reported working 41 or more hours per week (excluding lunch hours), compared with 65% in 1996. (Chart 2 on p.8)

57% attended to more than 10 treatments per working day, compared with 42% in 1996. (Chart 3 on p.9)

3.6 Income

The monthly income of the 1997 dental graduates ranged from \$8,000 to \$45,000. The median and mean net monthly income (before tax) of the 1997 new dental surgeons were \$26,500 and \$26,293, representing a decrease of 8.6% and 2.4% respectively from last year's \$29,000 and \$26,948. (Chart 4 on p.9)

3.7 Job Satisfaction

77% of the dental graduates were very satisfied or quite satisfied with their jobs (94% in 1996). The most important factors of satisfaction were interpersonal relationship and responsibility given at work. Dissatisfaction stemmed mainly from advancement/career prospects, concern about organization policies and terms of employment. (Charts 5 & 6 on p.10)

3.8 Future Plans

Around 43% of the dental graduates planned to set up private practice in future (57% in 1996). 43% indicated a wish for hospital/clinic work, compared with last year's 29%. (Chart 7 on p.11)

STATISTICAL TABLES AND CHARTS

Table 1**EMPLOYMENT SITUATION OF NEW DENTAL GRADUATES****1993 TO 1997**

	1993	1994	1995	1996	1997
Population	33	40	37	38	36
Response rate	93.9%	95.0%	91.9%	94.7%	88.9%
No. of respondents	31	38	34	36	32
1. Full-time employed (as dental surgeon)	27	35	34	31	30
2. Full-time further studies	0	1	0	0	0
3. Outside Dentistry	0	0	0	0	0
4. Part-time employed	4	2	0	2	1
5. Unemployed	0	0	0	2	0
6. Emigration/return to home country	0	0	0	1	1

Table 2

FIRST DESTINATIONS OF NEW DENTAL GRADUATES

1993 TO 1997

DESTINATION	1993	1994	1995	1996	1997
Dentistry -					
Government Service	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Community Clinics * 1	5 (15.6%)	4 (9.8%)	4 (9.8%)	4 (10.5%)	6 (15.8%)
(i) non-profit making agencies subvented by Government	(3)	(4)	(3)	(4)	(3)
(ii) Commercial organizations * 2	(2)	(0)	(1)	(0)	(3)
Prince Philip Dental Hospital	5 (15.6%)	8 (19.5%)	9 (22.0%)	10 (26.3%)	10 (26.3%)
Private Clinics * 3	17 (53.1%)	28 (68.3%)	28 (68.3%)	24 (63.2%)	21 (55.3%)
(i) as associates or partners	(6)	(5)	(8)	(10)	(9)
(ii) as paid employees	(11)	(23)	(20)	(14)	(12)
Private Clinics, self-employed as sole proprietor	5 (15.6%)	1 (2.4%)	0 (0)	0 (0)	0 (0)
In the course of setting up own practice	0 (0)	0 (0)	0 (0)	0 (0)	1 (2.6%)
TOTAL NO. OF JOBS HELD	32** (100%)	41** (100%)	41** (100%)	38** (100%)	38** (100%)

** Figures indicate that some graduates held more than one dental job.

* 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
FOR NEW DENTAL SURGEONS**

JOB LEAD SOURCE	NO. OF GRADUATES
CEPC Job Notices posted in the Faculty	13 (43.3%)
Dental Association Newsletters	6 (20.0%)
Friends and Relatives	4 (13.3%)
Newspapers	3 (10.0%)
Lecturers	2 (6.7%)
Own efforts - making self-solicited applications	1 (3.3%)
Others	1 (3.3%)
TOTAL	30 (100.0%)

Table 4A

WORK LOCATIONS OF NEW DENTAL SURGEONS

DISTRICT	NO. OF NEW* DENTAL SURGEONS
Hong Kong	14 (43.8%)
Kowloon	11 (34.4%)
New Territories	7 (21.9%)
TOTAL	32 (100.0%)

* Figures indicate that some graduates worked in more than one location.

Table 4B

WORK AREAS OF NEW DENTAL SURGEONS

AREAS	NO. OF NEW DENTAL SURGEONS
Residential Area	21 (70.0%)
Commercial Area	6 (20.0%)
Others	3 (10.0%)
TOTAL	30 (100.0%)

Chart 1

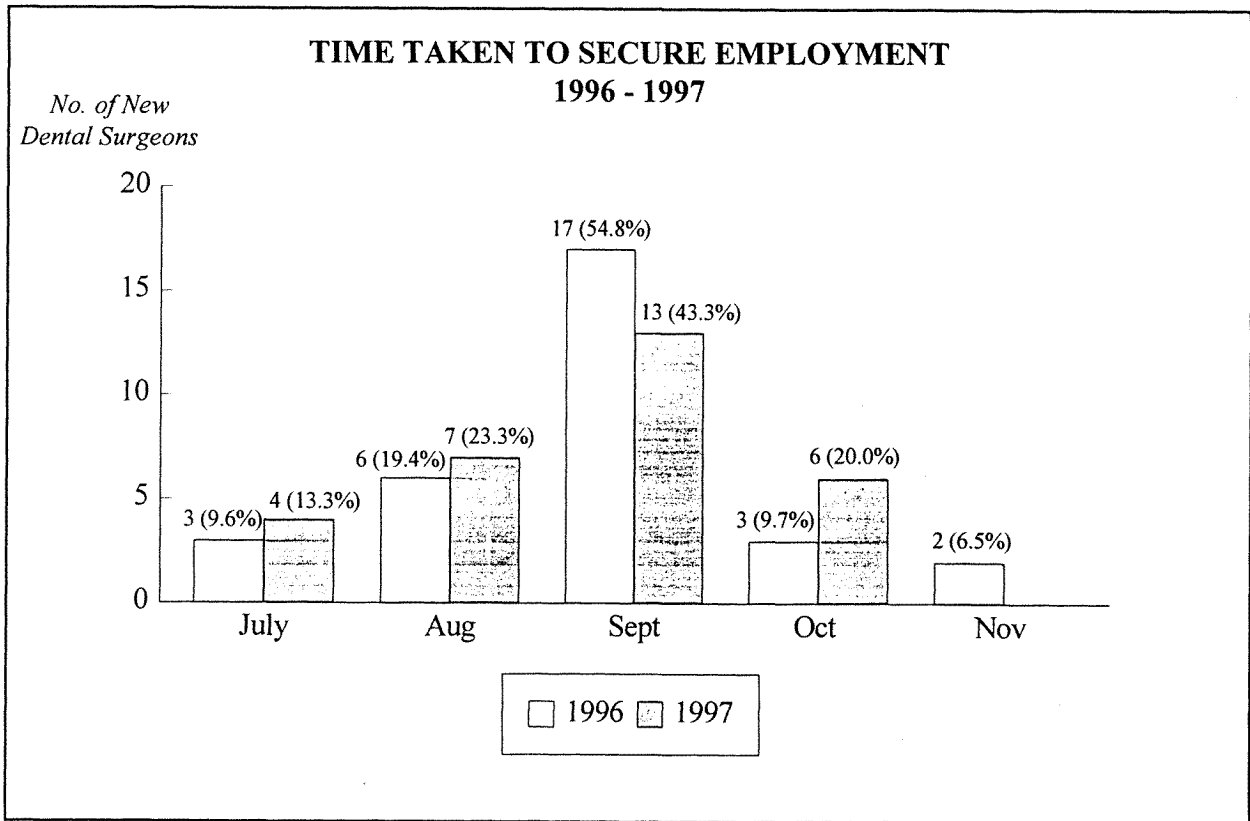


Chart 2

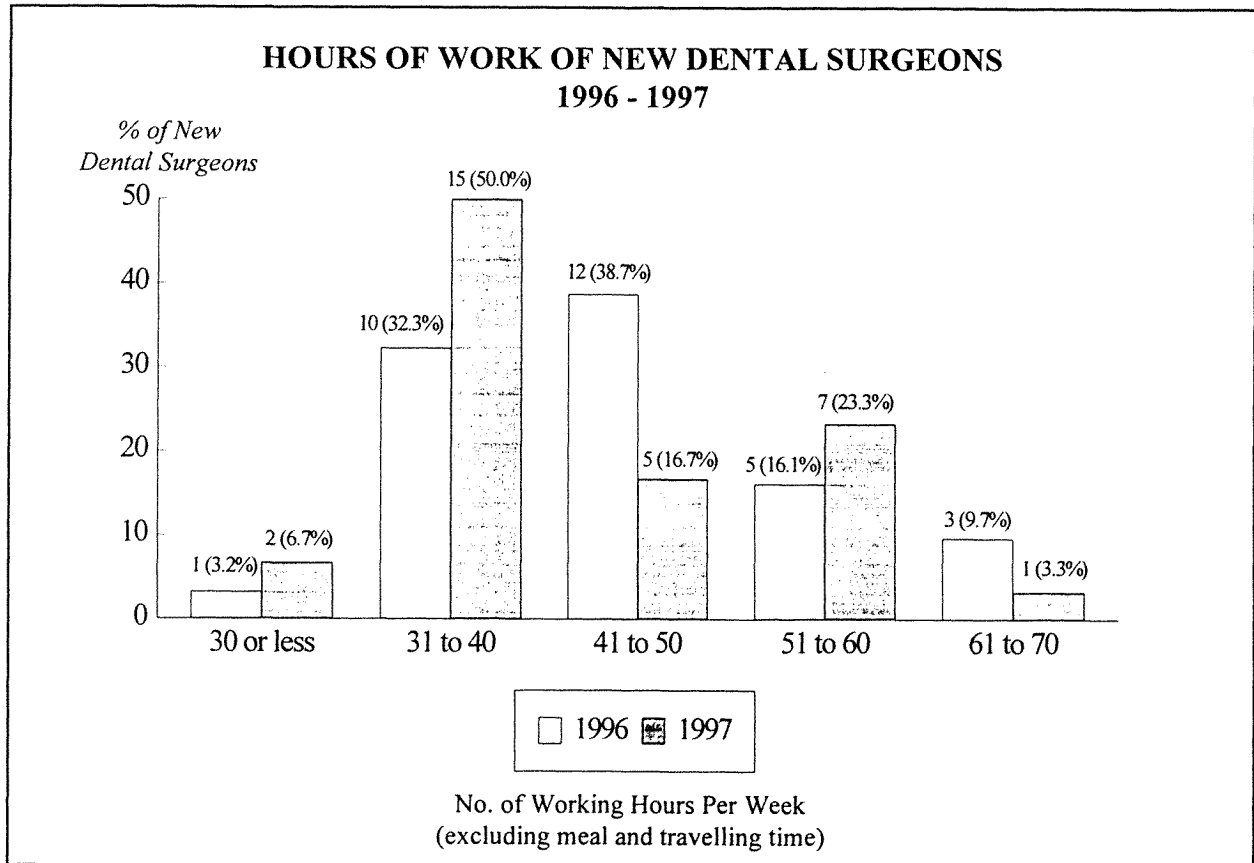


Chart 3

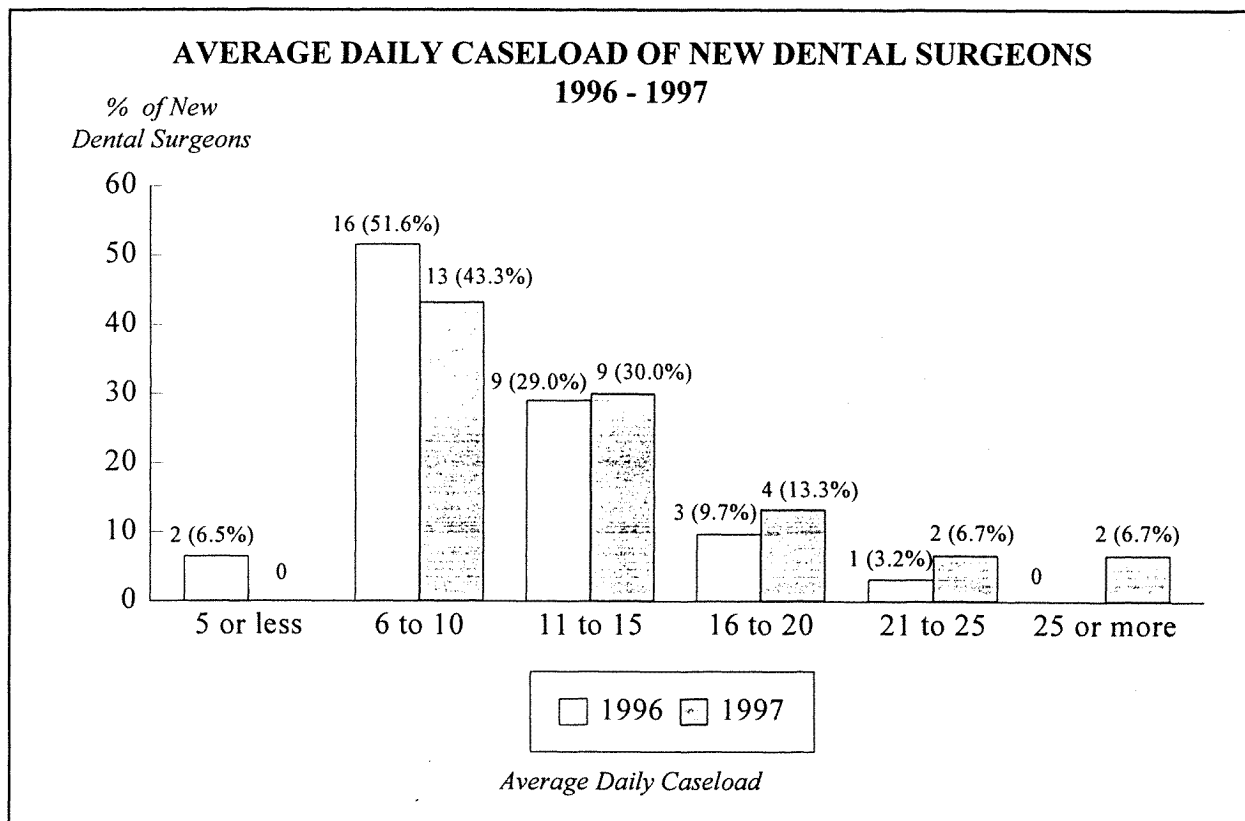


Chart 4

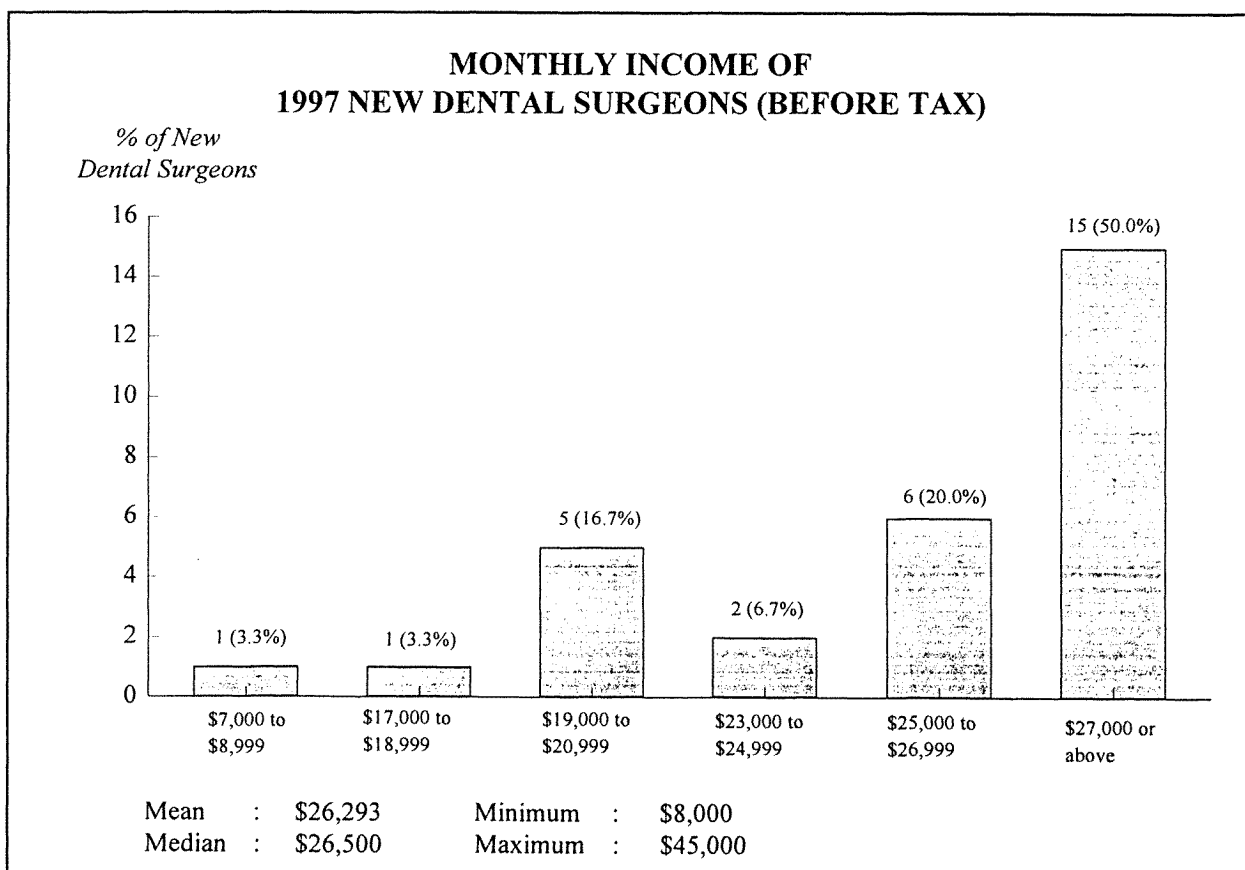


Chart 5

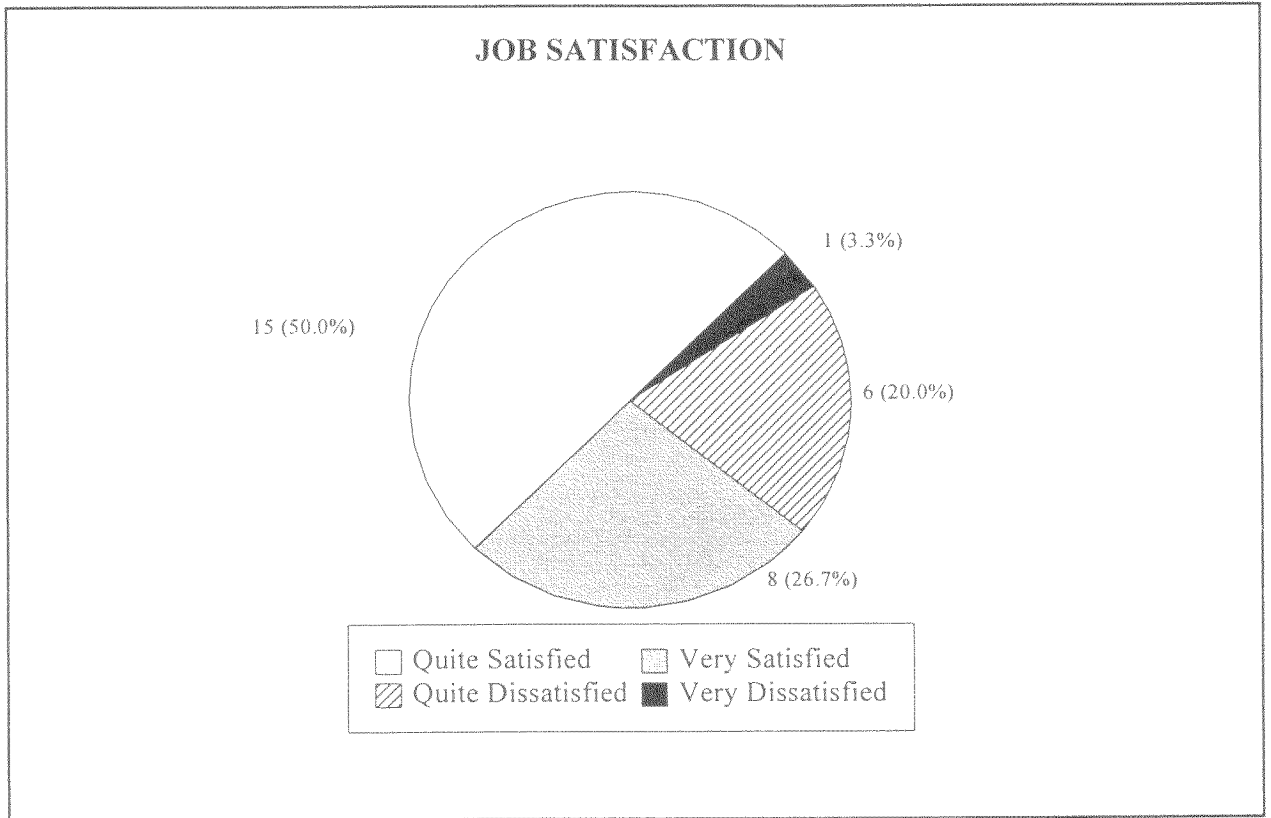


Chart 6

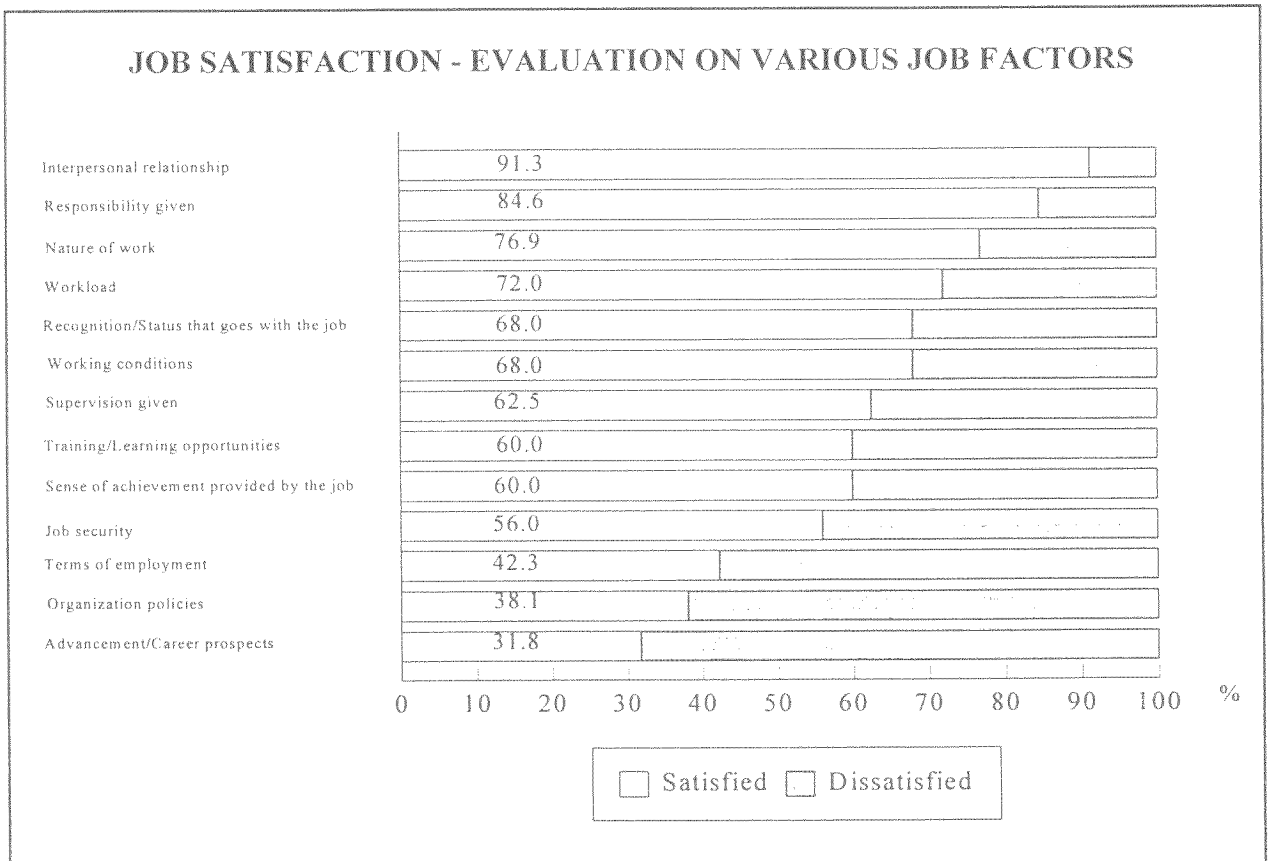
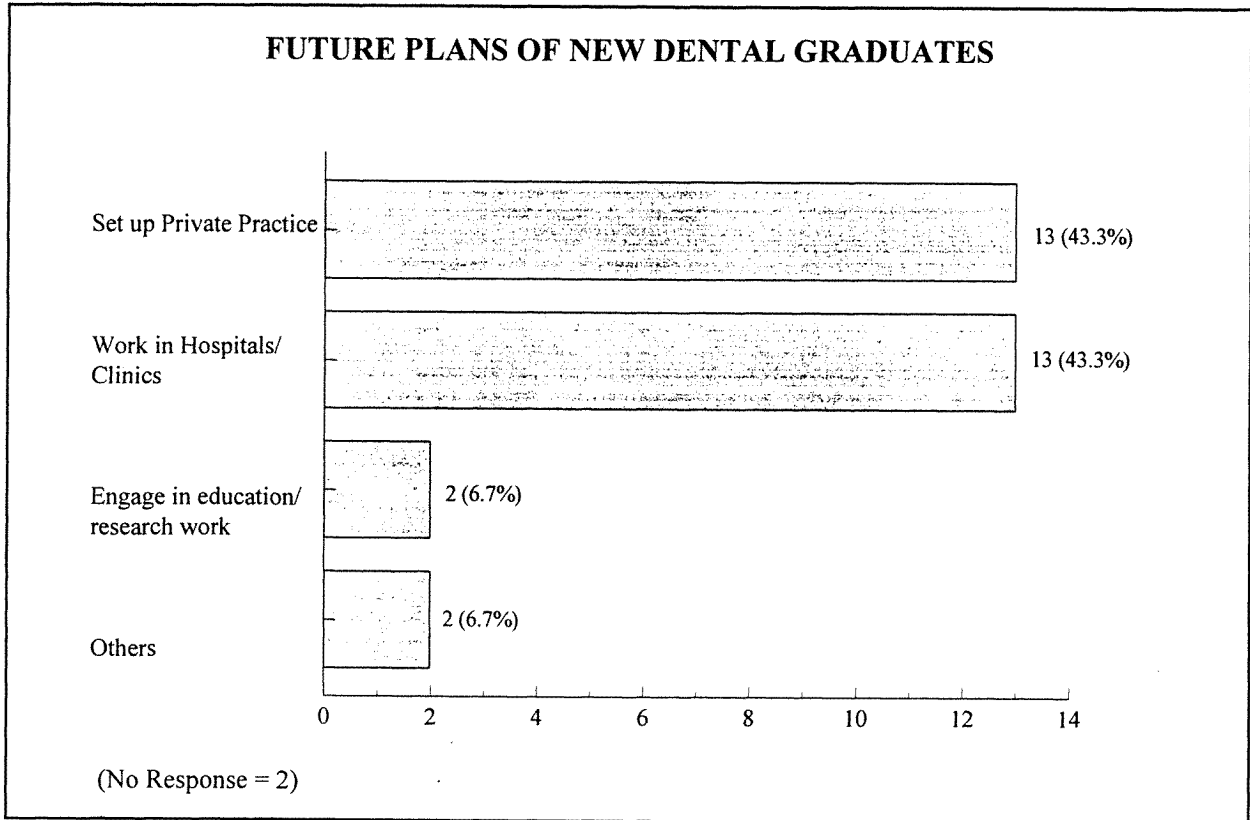


Chart 7



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