

Wage Survey – FACT SHEET

Manitoba Dental Assistants Association (MDAA)

The Manitoba Dental Assistants Association (MDAA) asked Registered Dental Assistants (RDAs) across the province about how they are feeling about their working conditions, wages and benefits. This is what they told us:

KEY SURVEY FINDINGS

Demographics of respondents

- **65%** have worked in the field for more than 10 years; **38%** have worked in the field for more than 20 years;
- **63%** are graduates for the RRC Polytech program; **20%** from CDI college, with the remaining 17% from other institutions within Canada and internationally;
- **77%** work within the city of Winnipeg, **20%** work in other locations, and **3%** work in both settings;
- **77%** work full-time, with two-thirds (**66%**) working between 28-40 hours per week.

Scope of Practice (SoP) for responding RDAs

- **96%** are aware of Manitoba Dental Association (MDA) Scope of Practice for RDAs
- **79%** know how to access the MDA SoP for RDAs
- **58%** say they are aware of recent updates to the MDA SoP
- **94%** work comfortably within the MDA Scope of Practice for RDAs re. Scaling Module
- Just **6%** of RDAs are asked to do tasks outside the SoP.
- **92%** are aware that if they work outside of the SoP for RDAs, their insurance may not be valid;
- Tasks respondents would like to see added to the SoP for RDAs included **Temporary Crowns, Anesthetic and Cord Packing.**

Wages & Benefits for responding RDAs

- **55%** feel they are working at an acceptable wage;
- One third of RDAs make **\$20-\$25** per hour, nearly half (49%), **\$25-\$30** and 15% make more than **\$30 hourly**;
- Nearly half (**49%**) are paid overtime;
- **28%** are able to bank hours, with **40%** able to use at their own discretion, while **30%** can use within office mandates;
- **22%** of RDAs who have attained the scaling module are compensated accordingly. 78% are not;
- **14%** receive a paid lunch break;
- **18%** receive a paid coffee break, but **74%** of those are not able to take them;
- Among the respondents, the benefits vary;

○ Dental	45%
○ Health	46.3%
○ Long term disability	26.7%
○ Short term disability	24.1%
○ Employee Assistance Program	10.4%
○ Health Spending Account	3.7%
○ None	33%
- **17%** of respondents have a pension plan, with most of those respondents (**67%**) involved in a cost shared pension contribution plan with their employer;
- **69%** of RDAs work in an office that offers free dentistry, including General **79.7%**, Ortho (**9.3%**), and Specialty (**10.3%**);
- **59%** do not receive sick days;
- **25%** are aware the MDA has recently released a Blue Cross employee insurance plan. **89%** say their employer has not discussed it with them, but **57%** say they would be comfortable discussing it with their employer;
- **51%** receive yearly reviews with salary increases; with **30%** being monetary and **23%** being other (i.e. gift cards).