

*Destinations and Remuneration of
1995 Dental Graduates*

(REPORT)



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(REPORT)

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EMPLOYMENT SITUATION
1995 NEW DENTAL GRADUATES

1. **EXECUTIVE SUMMARY**

- 1.1 This year a total of 37 students graduated from the Faculty of Dentistry.
- 1.2 All respondents secured full-time employment as dental surgeons at the time of the survey. This is the first time full employment was reported within the last 6 years.
- 1.3 Unlike previous years, this year no graduate had set up his / her own clinic. However, more than half of them (52%) planned to do so in future.
- 1.4 The 1995 graduates spent less time in obtaining job offers as compared to their predecessors in 1994.
- 1.5 It was noted that compared with 1994, a higher percentage of graduates worked more than 40 hours (excluding lunch hours) per week. On the other hand, a decrease in the average daily caseload was reported.
- 1.6 The net average monthly income in 1995 was in the region of \$25,000. This was 4% more than the previous year.
- 1.7 A higher percentage of dental graduates in 1995 (91%) were satisfied with their jobs, as compared to 72% in 1994.

2. METHODOLOGY

2.1 *Survey period*

The Careers Education and Placement Centre conducted a survey between mid-December 1995 and mid-February 1996 to investigate the current employment situation of the new graduates. The 1995 dental graduates were the first batch of graduates to follow a 5-year curriculum in the Faculty of Dentistry. The information in this report, therefore pertains to the situation at six months after the final-year dental students completed their examinations in June / July.

This year there were a total of 37 dental graduates.

2.2 *Survey Method*

Similar to previous years, a questionnaire was sent to the graduates to collect information about their employment in mid-December 1995. The non-respondents were followed by means of reminders and telephone interviews before the close of the survey in mid-February 1996.

Among the 37 graduates, valid responses were provided by 34, giving a response rate of 92%.

3. SUMMARY OF RESULTS

3.1 *Employment Situation*

Among the dental graduates who responded to the survey, all of them secured full-time employment as dental surgeons within six months of graduation. (Table 1 on p.5)

3.2 Employment Destination of New Dental Graduates

The 34 full-time employed graduates shared a total of 41 jobs. This implied that 7 graduates took up two jobs concurrently.

Private practice continued to be the major employment destination for dental graduates. 68% of the jobs were in private clinics. However, this year no graduate had set up his own clinic. A total of 9 jobs (22%) were held in the Prince Philip Dental Hospital while there were 4 jobs in community clinics (3 in non-profit making agencies and 1 in a clinic run by a commercial organization for its staff). This year no dental graduate was employed by the Government. (Table 2 on p.6)

3.3 Time Taken to Secure Employment

Compared with the 1994 graduates, the new graduates spent less time in securing full-time employment. By September 1995 (3 months after final examination), 85% of the 1995 graduates had secured employment (71% in 1994). (Chart 1 on p.9)

3.4 Job Lead Source

Faculty job notices sourced by the Faculty of Dentistry and the Careers Education & Placement Centre accounted for 33% of the job leads, with friends supplying another 27%. On the other hand, Dental Association Newsletters and lecturers were quoted as the job lead source by 15% and 12% of the graduates respectively. (Table 3 on p.7)

3.5 Workload

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

71% of 1995 graduates reported working 41 or more hours per week as compared to 66% in 1994. (Chart 2 on p.9)

27% attended to more than 10 treatments per working day as compared to 54% in 1994. (Chart 3 on p.10)

3.6 Income

The monthly income of the 1995 dental graduates ranged from \$16,000 to \$60,000. The median and mean net monthly income (before tax) of the 1995 new dental surgeons were \$25,000 and \$26,058 respectively, up 4.2% and 8.4% from last year's \$24,000 and \$24,037. (Chart 4 on p.10)

3.7 Job Satisfaction

91% of the dental graduates were very satisfied or quite satisfied with their jobs (72% in 1994). The most important factors of satisfaction were responsibility given at work and job nature. Dissatisfaction stemmed mainly from concerns about organization policies and terms of employment. (Charts 5 & 6 on p.11)

3.8 Future Plans

More than half (52%) of the dental graduates planned to set up private practice in future (49% in 1994). 24% of the respondents indicated a wish for hospital or clinic work, while (12%) wished to engage in education / research work.

STATISTICAL TABLES AND CHARTS

Table 1
EMPLOYMENT SITUATION OF NEW DENTAL GRADUATES
1991 TO 1995

	1991	1992	1993	1994	1995
Population	61	48	33	40	37
Response rate	96.7%	93.8%	93.9%	95.0%	91.9%
No. of respondents	59	45	31	38	34
1. Full-time employed (as dental surgeon)	57	42	27	35	34
2. Full-time further studies	0	0	0	1	0
3. Outside Dentistry	0	0	0	0	0
4. Part-time employed	0	1	4	2	0
5. Unemployed	1	2	0	0	0
6. Away from Hong Kong	1	0	0	0	0

Table 2

**FIRST DESTINATIONS OF NEW DENTAL GRADUATES
1991 TO 1995**

DESTINATION	1991	1992	1993	1994	1995
Dentistry -					
Government Service	0 (0)	1 (2.0%)	0 (0)	0 (0)	0 (0)
Community Clinics* ¹	6 (8.8%)	4 (7.8%)	5 (15.6%)	4 (9.8%)	4 (9.8%)
(i) non-profit making or agencies subvented by Government	(3)	(4)	(3)	(4)	(3)
(ii) Commercial) organization* ²	(3)	-	(2)	(0)	(1)
Prince Philip Dental Hospital	11 (16.2%)	8 (15.7%)	5 (15.6%)	8 (19.5%)	9 (22.0)
Private Clinics* ³	44 (64.7%)	36 (70.6%)	17 (53.1%)	28 (68.3%)	28 (68.3%)
(i) as associates or partners	(14)	(16)	(6)	(5)	(8)
(ii) as paid employees	(30)	(20)	(11)	(23)	(20)
Private Clinics, self-employed as sole proprietor	7 (10.3%)	2 (3.9%)	5 (15.6%)	1 (2.4%)	0 (0)
In the course of setting up own practice	0	0	0	0	0
TOTAL NO. OF JOBS HELD	68**	51**	32**	41**	41**

** 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
Faculty Job Notices *	11 (33.3%)
Friends	9 (27.3%)
Dental Association Newsletter	5 (15.2%)
Lecturers	4 (12.1%)
Previous Employer	2 (6.1%)
Newspapers	1 (3.0%)
Others	1 (3.0%)
TOTAL	33 (100%)

No Response = 1

* Sourced by Careers Education & Placement Centre and Faculty

Table 4A
WORK LOCATIONS OF NEW DENTAL SURGEONS

DISTRICT	NO. OF NEW * DENTAL SURGEONS
Hong Kong	17 (46.0%)
Kowloon	13 (35.1%)
New Territories	7 (18.9%)
TOTAL	37 (100%)

* 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	11 (68.8%)
Commercial Area	3 (18.8%)
Others	2 (12.5%)
TOTAL	16 (100%)

(No Response = 20)

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

Chart 1

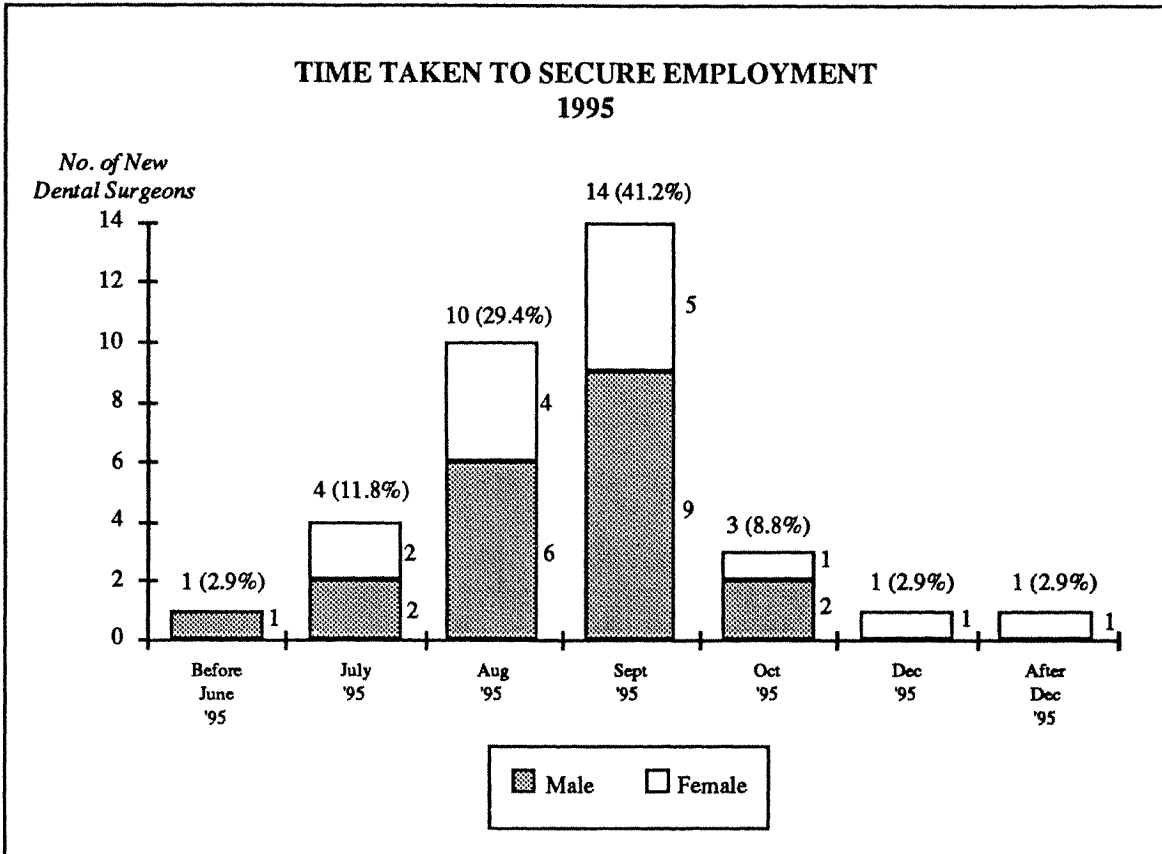


Chart 2

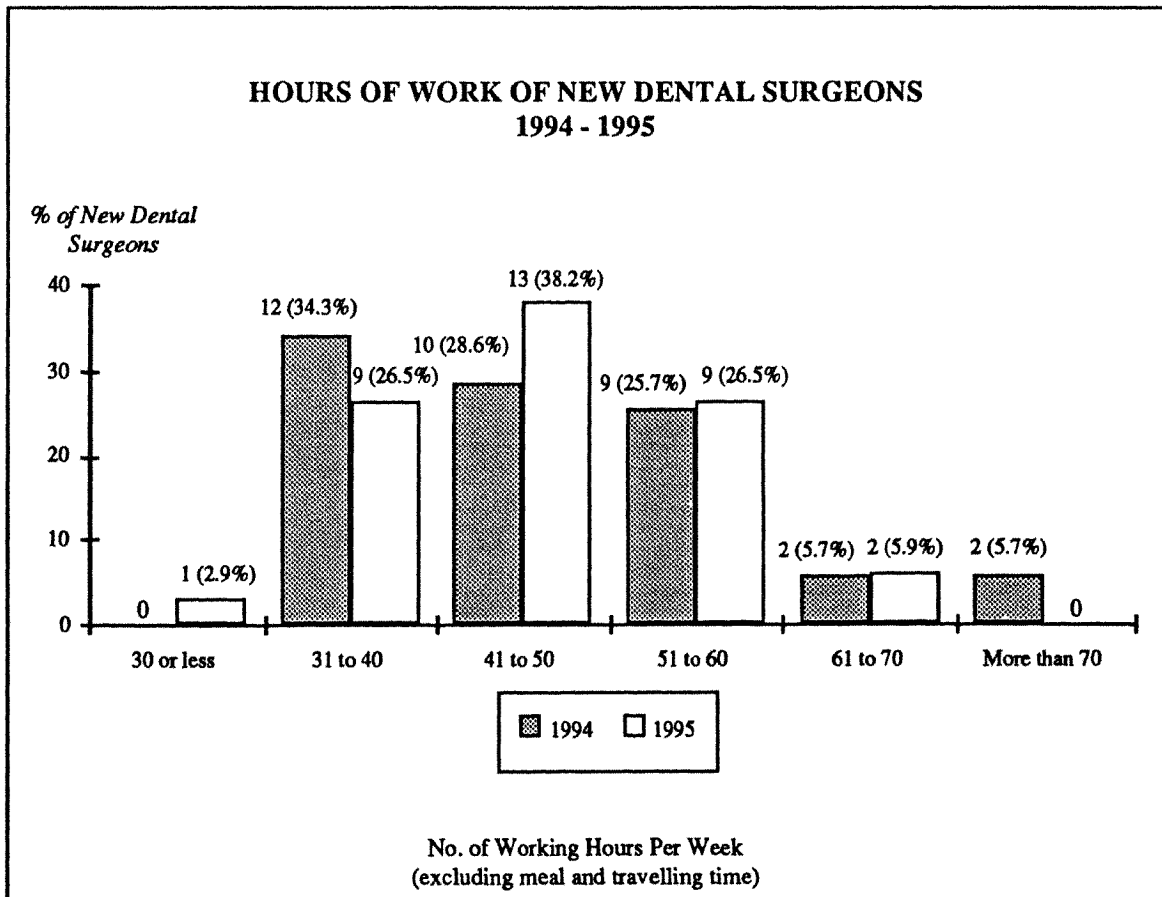


Chart 3

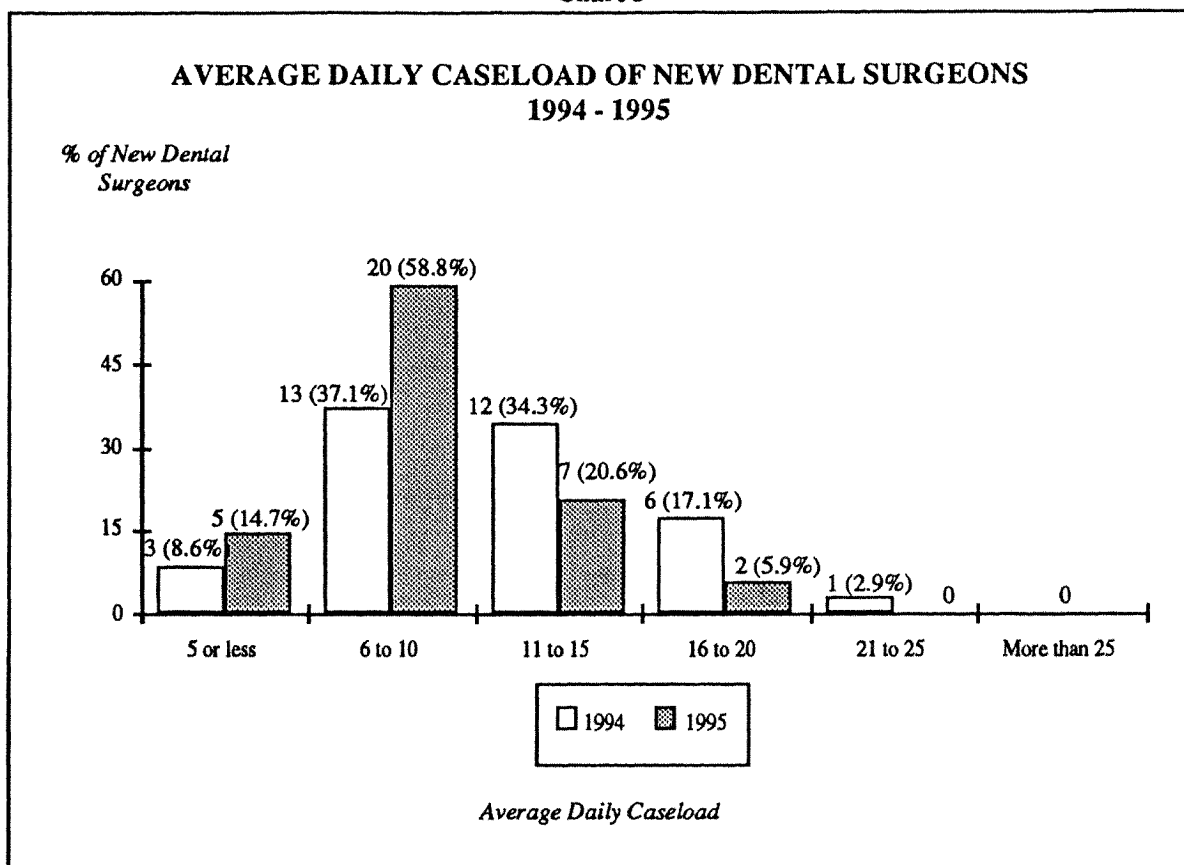


Chart 4

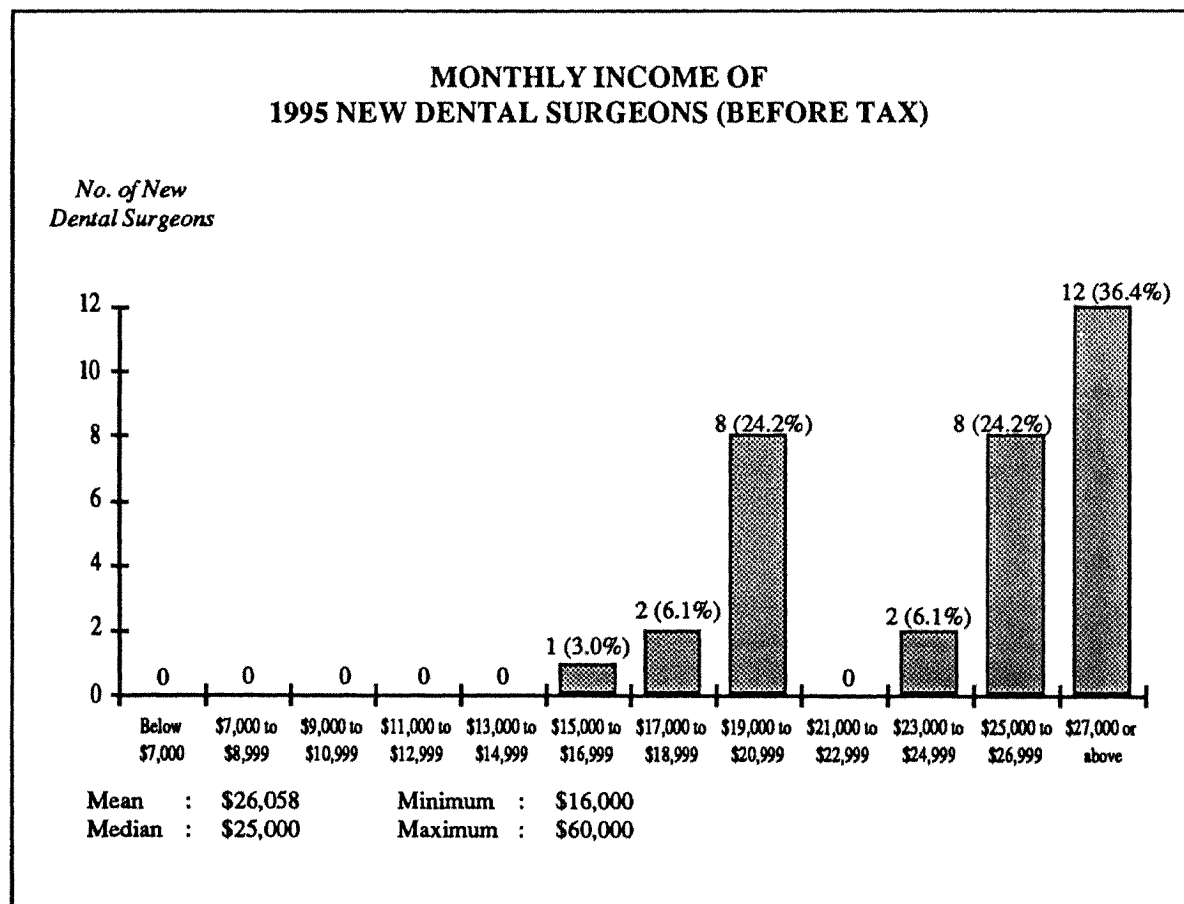


Chart 5

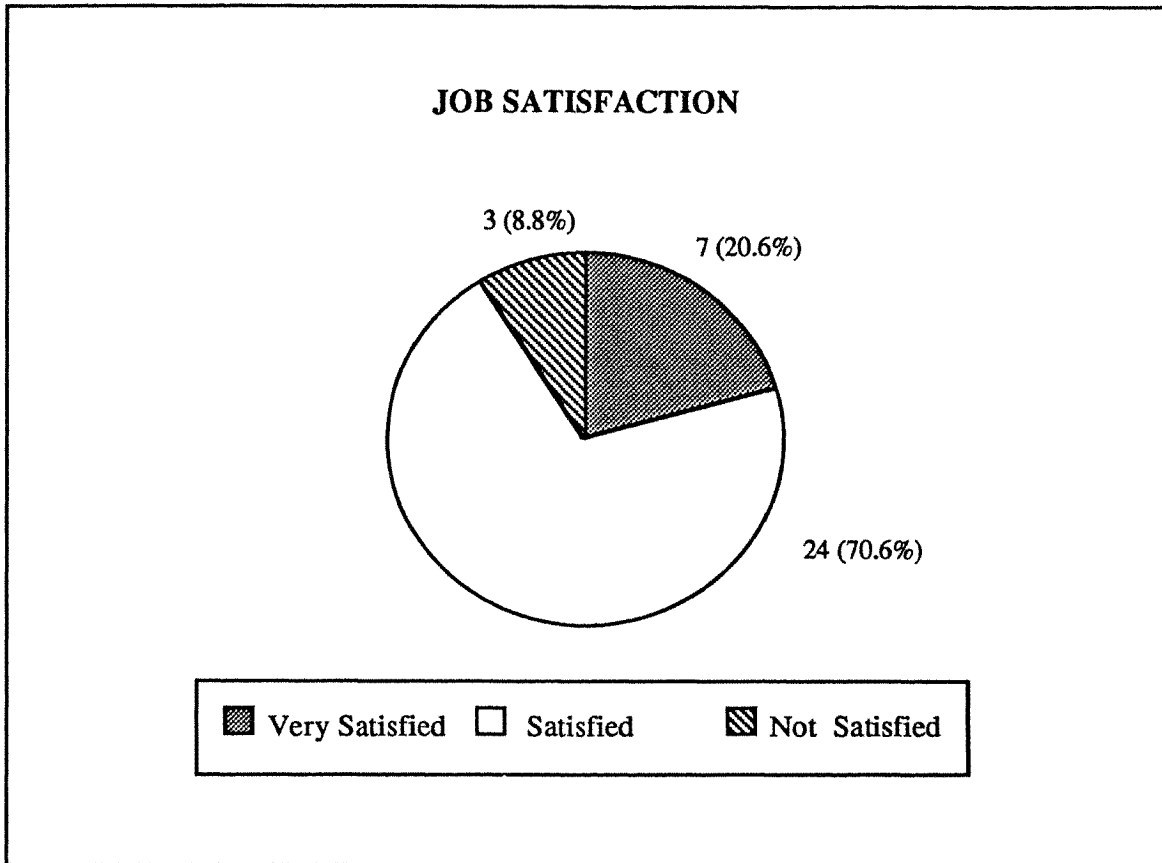


Chart 6

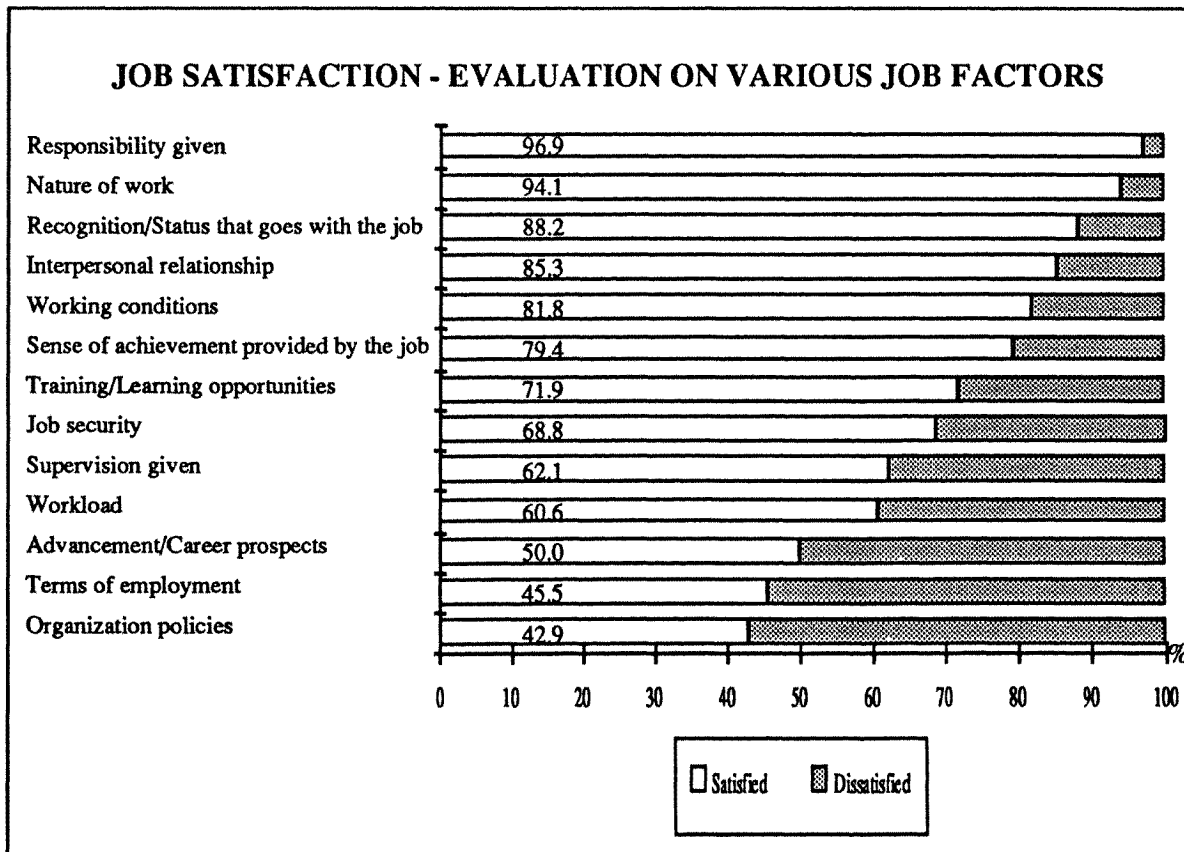
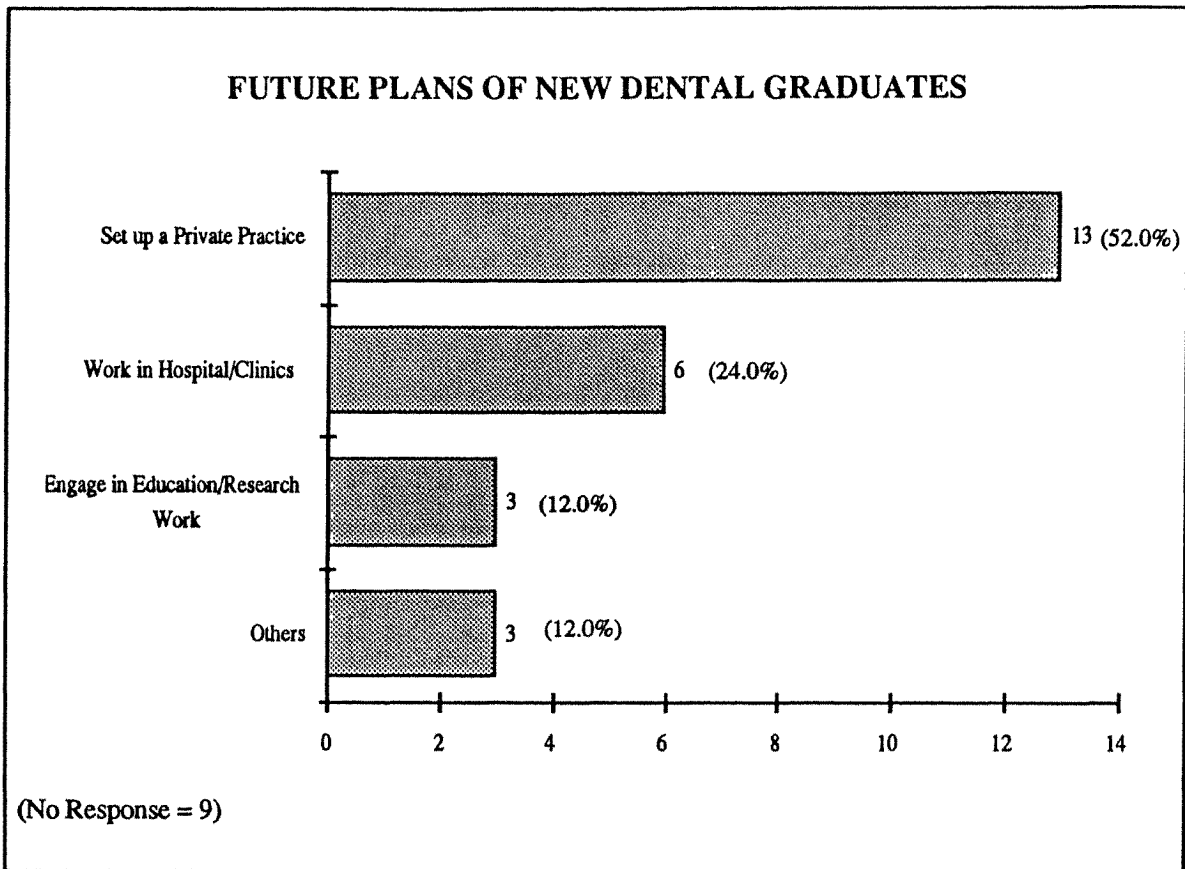


Chart 7



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