

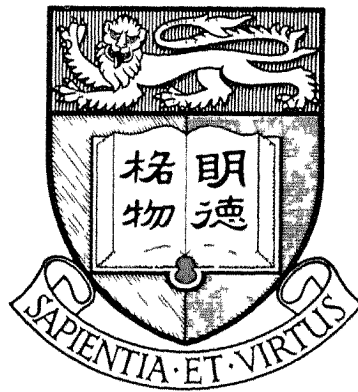


*Destinations and Remuneration of  
1996 Dental Graduates*



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# **Destinations and Remuneration of 1996 Dental Graduates**

by

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**EMPLOYMENT SITUATION**  
**1996 DENTAL GRADUATES**

**I. EXECUTIVE SUMMARY**

- 1.1 This year a total of 38 students graduated from the Faculty of Dentistry.
- 1.2 Of the 36 respondents, two graduates reported unemployment while two graduates were employed as dental surgeons on a part-time basis. All those in full-time employment worked as dental surgeons.
- 1.3 No graduate had set up his/her own clinic. However, more than half of them (57%) planned to do so in future.
- 1.4 The time taken to secure employment was similar to last year. 84% were able to obtain job offers before the end of September 1996.
- 1.5 Compared with 1995, a lower percentage of graduates worked more than 40 hours (excluding lunch hours) per week. However, an increase in average daily caseload was reported.
- 1.6 The net average monthly income was \$29,000, up 16% from last year's \$25,000.
- 1.7 A higher percentage of dental graduates in 1996 (94%) were satisfied with their jobs, as compared to 91% in 1995.

## II. METHODOLOGY

- 2.1 Questionnaires were sent out to all graduates in November 1996, with two subsequent reminders. Checking of questionnaires and telephone-chasing took place between late January and mid-February 1997. Data validation and analysis as well as compilation of statistical tables were done in March and April 1997. A total of 36 graduates replied, representing a response rate of 95%. A detailed breakdown of response rates by curriculum is in Table 1 on p.4.

## III. SUMMARY OF RESULTS

### 3.1 Employment Situation

Among the 36 dental graduates who responded to the survey, 31 (86%) secured full-time employment as dental surgeons within six months of graduation. Two (5.6%) were still seeking employment and two (5.6%) were employed as part-time salaried dental surgeons. One (2.8%) dental graduate indicated that she would leave Hong Kong. (Table 1 on p.4)

### 3.2 Employment Destinations of New Dental Graduates

The 31 full-time employed graduates shared a total of 38 jobs. 7 graduates took up two jobs concurrently.

24 jobs (63%) were in private clinics. 10 jobs (26%) were held in the Prince Philip Dental Hospital while 4 jobs (11%) were in non-profit making agencies subvented by Government. As in the previous year, no graduate had set up his/her own clinic. For the fourth consecutive year, 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 similar to last year. By September 1996, 84% of the 1996 graduates had secured employment (85% in 1995). (Chart 1 on p.8)



### 3.4 Job Lead Source

CEPC job notices posted in the Faculty accounted for 52% of the job leads, a significant increase from last year's 33%. Friends and relatives supplied another 16%, while Dental Association Newsletters 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.

65% of 1996 graduates reported working 41 or more hours per week (excluding lunch hours) as compared to 71% in 1995. (Chart 2 on p.8)

42% attended to more than 10 treatments per working day as compared to 27% in 1995. (Chart 3 on p.9)

### 3.6 Income

The monthly income of the 1996 dental graduates ranged from \$16,000 to \$35,000. The median and mean net monthly income (before tax) of the 1996 new dental surgeons were \$29,000 and \$26,948 respectively, up 16% and 3.4% from last year's \$25,000 and \$26,058. (Chart 4 on p.9)

### 3.7 Job Satisfaction

94% of the dental graduates were very satisfied or quite satisfied with their jobs (91% in 1995). The most important factors of satisfaction were responsibility given at work and recognition / status that went with the job. Dissatisfaction stemmed mainly from concern about organization policies and advancement/career prospects. (Charts 5 & 6 on p.10)

### 3.8 Future Plans

More than half (57%) of the dental graduates planned to set up private practice in future (52% in 1995). 29% indicated a wish for hospital/clinic work. (Chart 7 on p.11)

## **STATISTICAL TABLES AND CHARTS**

Table 1

EMPLOYMENT SITUATION OF NEW DENTAL GRADUATES

1992 TO 1996

	1992	1993	1994	1995	1996
Population	48	33	40	37	38
Response rate	93.8%	93.9%	95.0%	91.9%	94.7%
No. of respondents	45	31	38	34	36
1. Full-time employed (as dental surgeon)	42	27	35	34	31
2. Full-time further studies	0	0	1	0	0
3. Outside Dentistry	0	0	0	0	0
4. Part-time employed	1	4	2	0	2
5. Unemployed	2	0	0	0	2
6. Away from Hong Kong	0	0	0	0	1

Table 2

## FIRST DESTINATIONS OF NEW DENTAL GRADUATES

1992 TO 1996

DESTINATION	1992	1993	1994	1995	1996
Dentistry -					
Government Service	1 (2.0%)	0 (0)	0 (0)	0 (0)	0 (0)
Community Clinics * 1	4 (7.8%)	5 (15.6%)	4 (9.8%)	4 (9.8%)	4 (10.5%)
(i) non-profit making agencies subvented by Government	(4)	(3)	(4)	(3)	(4)
(ii) Commercial organizations * 2	-	(2)	(0)	(1)	(0)
Prince Philip Dental Hospital	8 (15.7%)	5 (15.6%)	8 (19.5%)	9 (22.0%)	10 (26.3%)
Private Clinics* 3	36 (70.6%)	17 (53.1%)	28 (68.3%)	28 (68.3%)	24 (63.2%)
(i) as associates or partners	(16)	(6)	(5)	(8)	(10)
(ii) as paid employees	(20)	(11)	(23)	(20)	(14)
Private Clinics, self-employed as sole proprietor	2 (3.9%)	5 (15.6%)	1 (2.4%)	0 (0)	0 (0)
In the course of setting up own practice	0	0	0	0	0
TOTAL NO. OF JOBS HELD	51** (100%)	32** (100%)	41** (100%)	41** (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	16 (51.6%)
Friends and Relatives	5 (16.1%)
Dental Association Newsletters	4 (12.9%)
Lecturers	3 (9.7%)
Newspapers	3 (9.7%)
<b>TOTAL</b>	<b>31 (100.0%)</b>

Table 4A

**WORK LOCATIONS OF NEW DENTAL SURGEONS**

DISTRICT	NO. OF NEW* DENTAL SURGEONS
Hong Kong	15 (44.1%)
Kowloon	8 (23.5%)
New Territories	11 (32.4%)
TOTAL	34 (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	19 (59.4%)
Commercial Area	6 (18.8%)
Others	7 (21.9%)
TOTAL	32 (100.0%)

No Response = 1

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

Chart 1

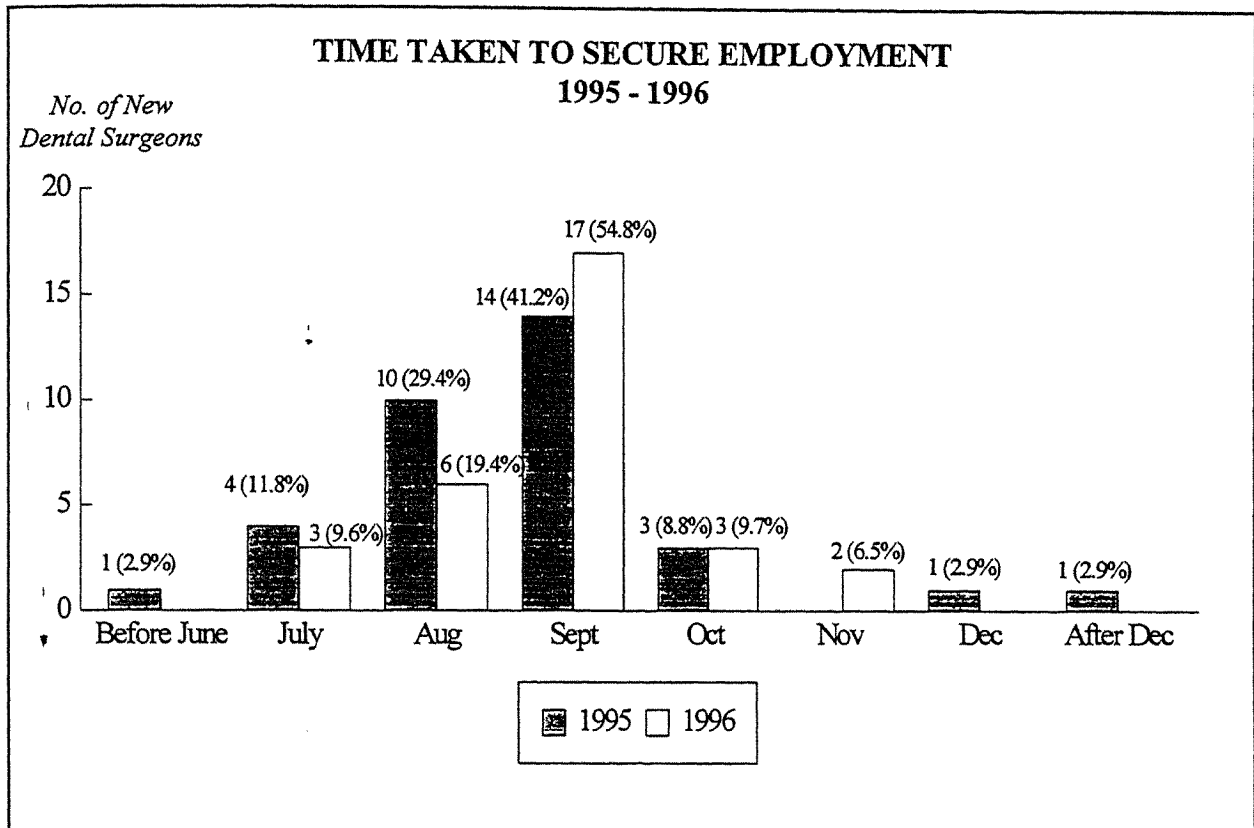


Chart 2

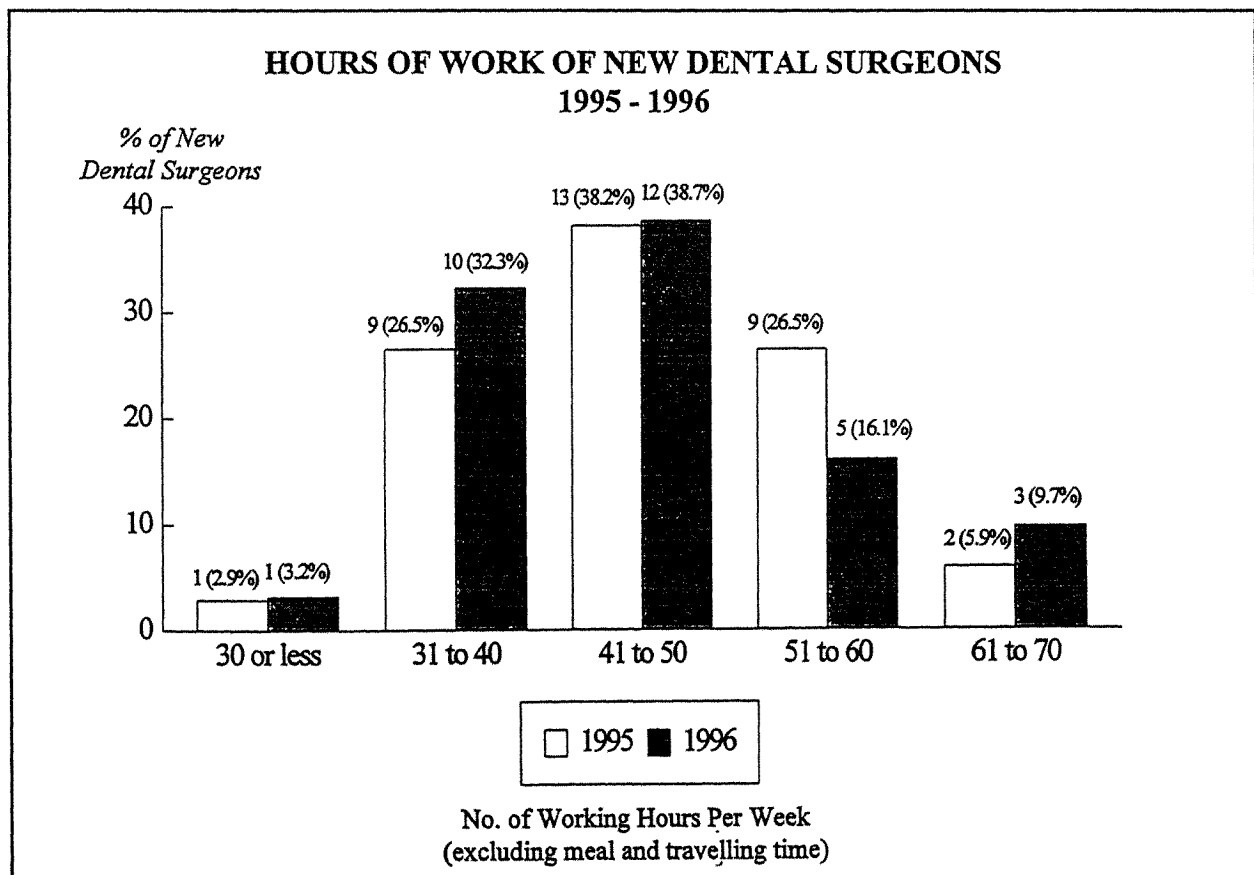


Chart 3

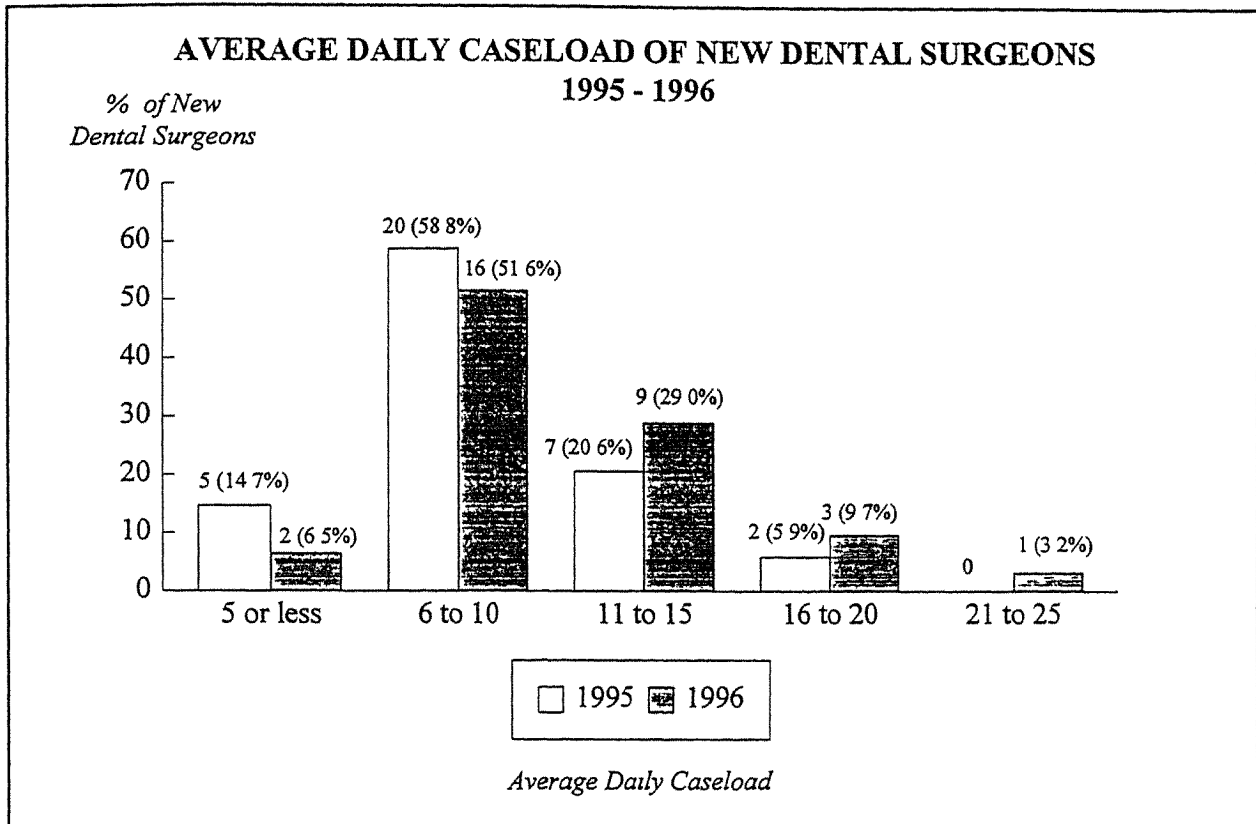


Chart 4

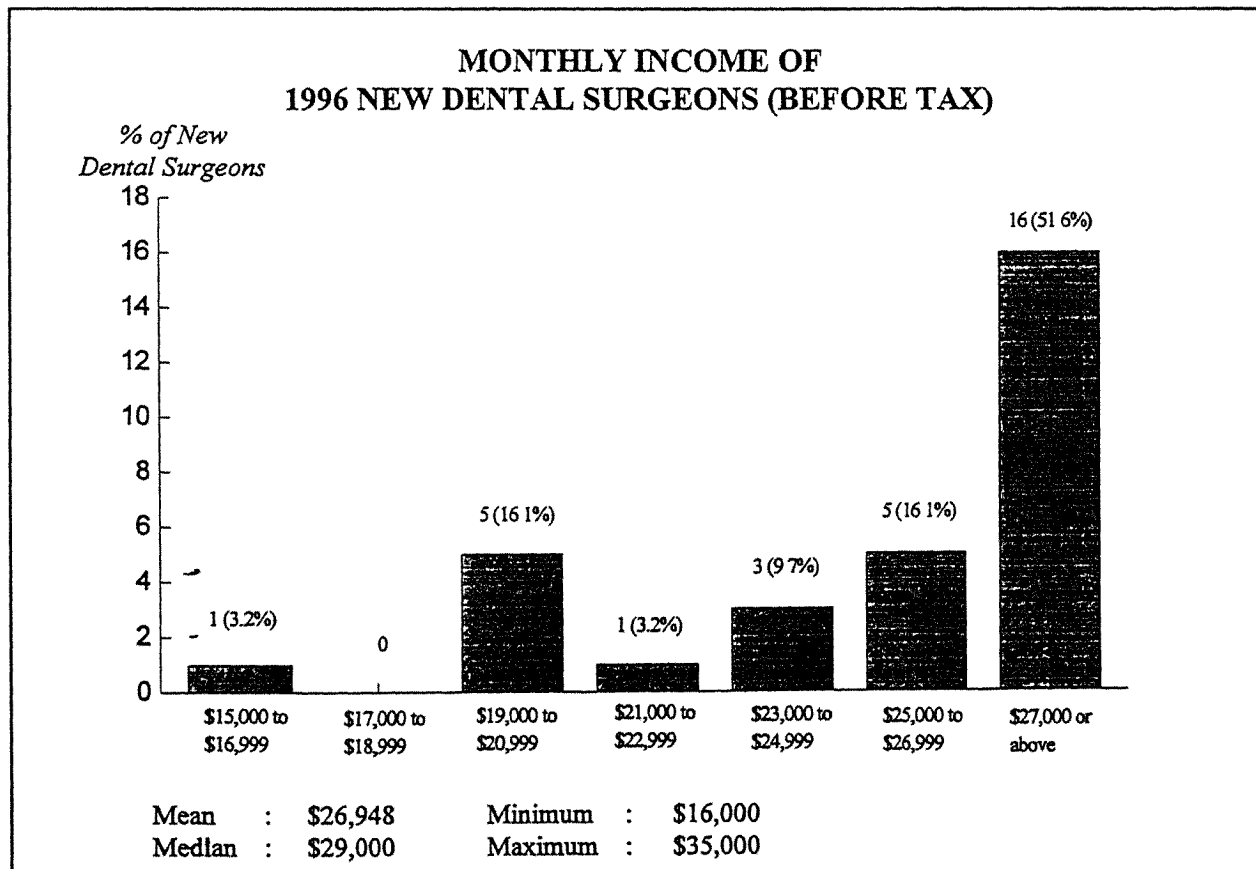




Chart 5

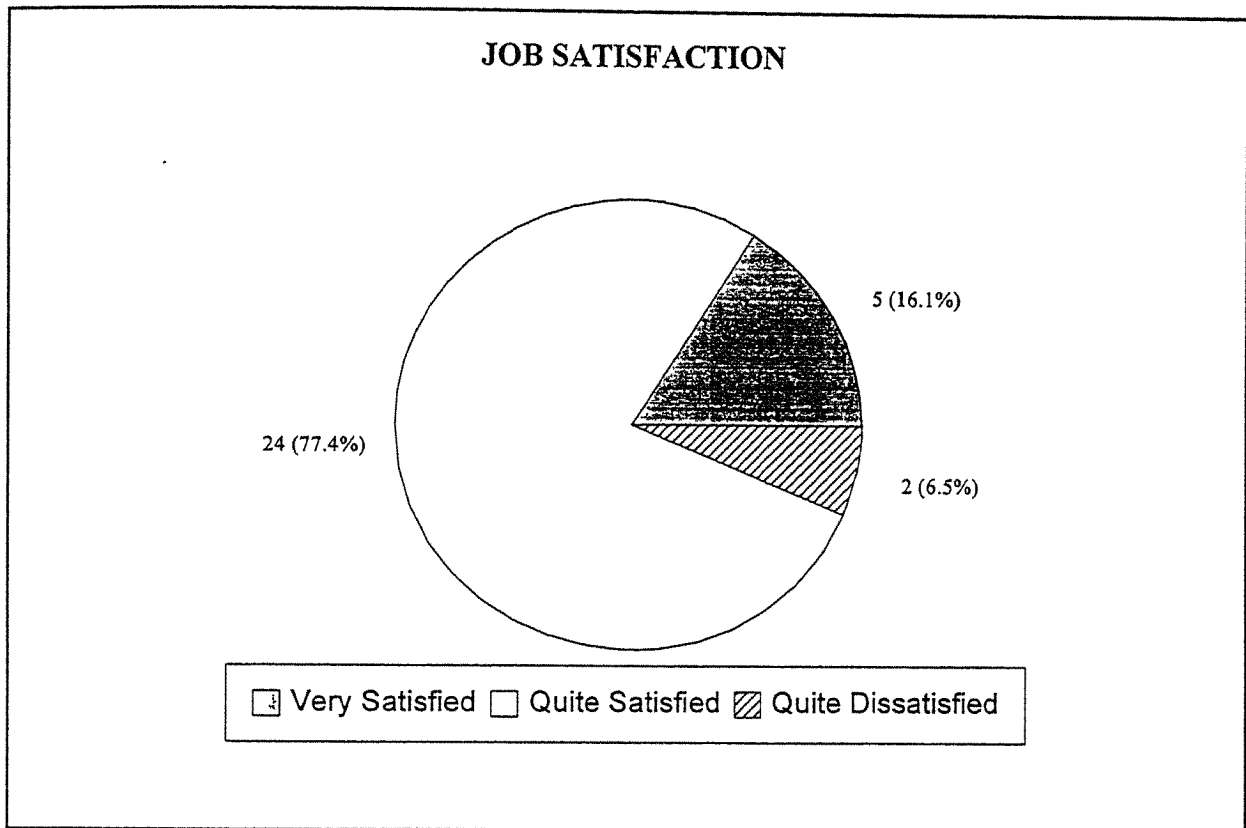


Chart 6

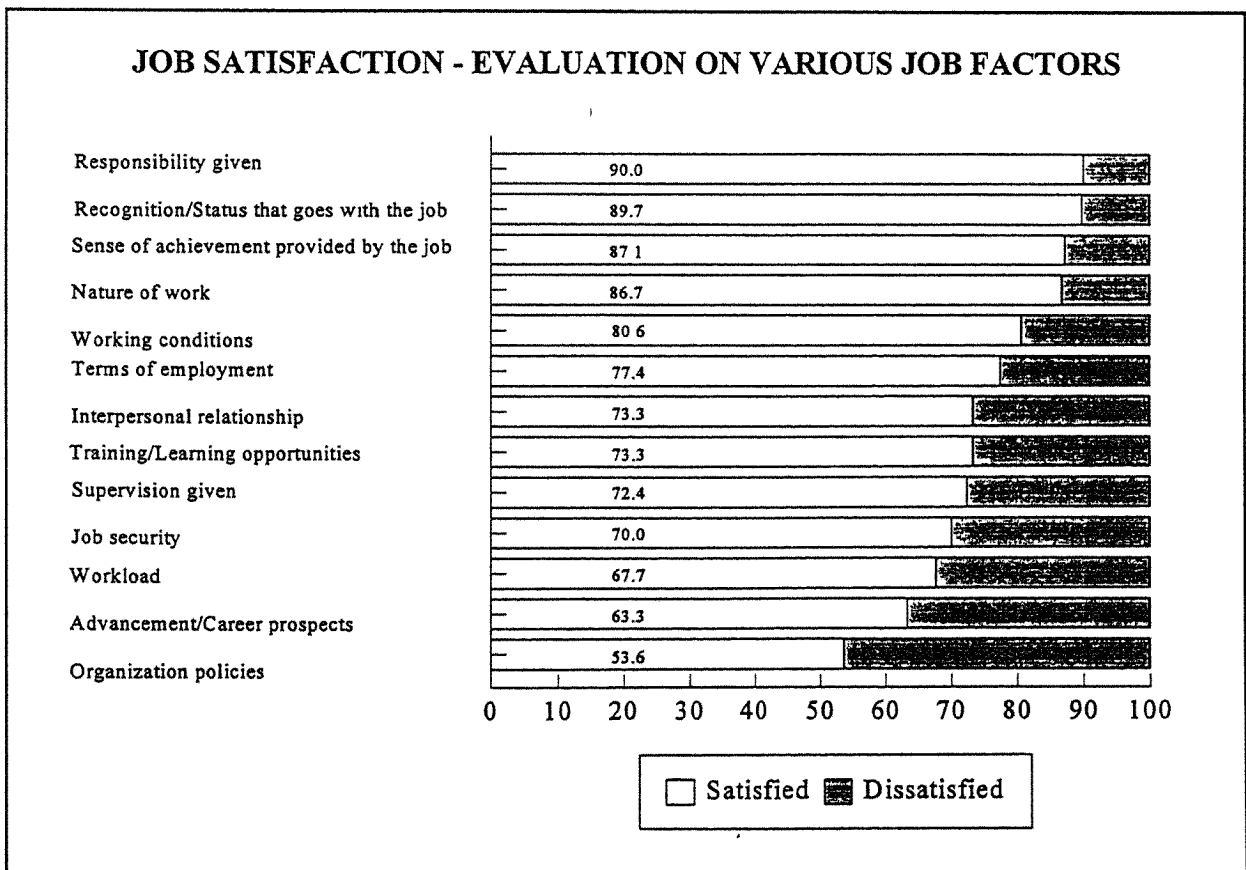
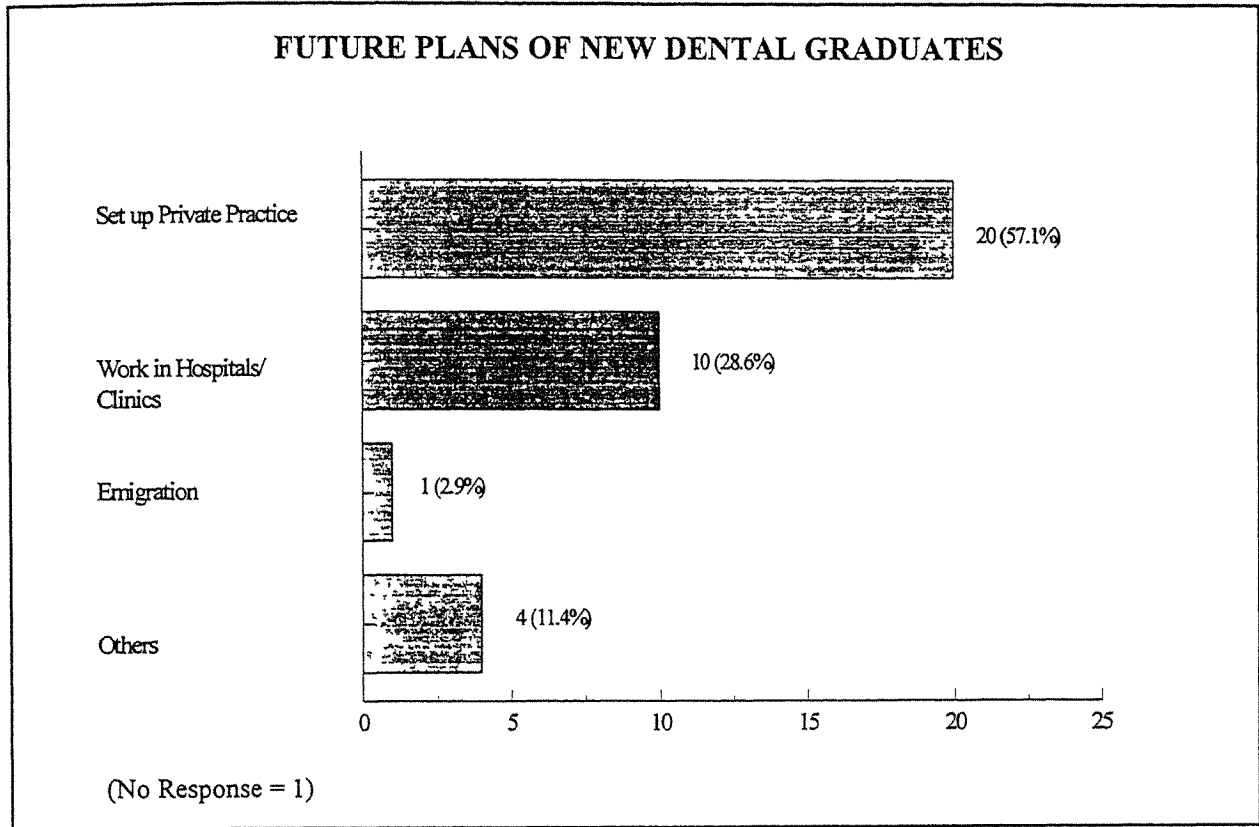


Chart 7



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