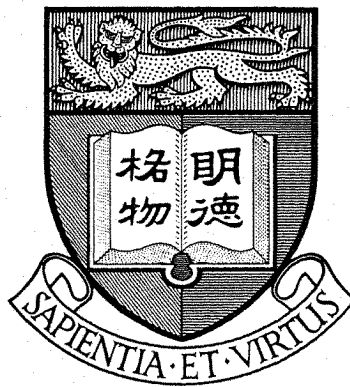


*Destinations and Remuneration of
1998 Dental Graduates*



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Destinations and Remuneration of 1998 Dental Graduates

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The analysis is based on information provided by the respondents, and the Careers Education & Placement Centre should not be held responsible for any errors arising therefrom.

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EMPLOYMENT SITUATION
1998 DENTAL GRADUATES

I. EXECUTIVE SUMMARY

- 1.1 This year a total of 43 students graduated from the Faculty of Dentistry. Valid responses were provided by 40 graduates, giving a response rate of 93%.
- 1.2 23 graduates (58%) worked as full-time dental surgeons and 9 graduates (23%) were employed as dental surgeons on a part-time basis. 7 graduates (18%) were unemployed and only one graduate (3%) pursued further studies.
- 1.3 One graduate had set up his/her own clinic. 48% also planned to do so in future.
- 1.4 The 1998 dental graduates took longer time to secure employment than the previous year's graduates.
- 1.5 Compared with 1997, a higher percentage of graduates worked more than 40 hours (excluding lunch hours) per week (43% in 1997 compared with 56% in 1998). However, a decrease in average daily caseload was reported.
- 1.6 The net average monthly income was \$25,000, down 5.7% from the previous year's \$26,500.
- 1.7 A higher percentage of dental graduates in 1998 (83%) were satisfied with their jobs, as compared with 77% in 1997.

II. METHODOLOGY

- 2.1 Questionnaires were sent out to all graduates in October 1998, with two subsequent reminders. Checking of questionnaires and telephone-chasing took place in mid-December 1998. Data validation and analysis as well as compilation of statistical tables were done in January 1999. A total of 40 graduates replied, representing a response rate of 93%.

III. SUMMARY OF RESULTS

3.1 Employment Situation

Among the 40 dental graduates who responded to the survey, 23 (58%) secured full-time employment as dental surgeons within six months of graduation. 9 dental graduates (23%) were employed as part-time salaried dental surgeons. 7 dental graduates (18%) were unemployed and only one graduate (3%) pursued further studies. (Table 1 on p.4)

3.2 Employment Destinations of New Dental Graduates

The 23 full-time employed graduates shared a total of 31 jobs. 8 graduates took up two jobs concurrently.

19 jobs (61%) were in private clinics. 10 jobs (32%) were in the Prince Philip Dental Hospital while only one graduate worked in "other Hospital Dental Clinic". One graduate was self-employed as sole proprietor in a private clinic. As in the previous five years, 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 October 1998, only 83% of the 1998 graduates had secured employment, compared with 100% in 1997. (Chart 1 on p.8)

3.4 Job Lead Source

CEPC job notices posted in the Faculty accounted for 41% of the job leads, friends and relatives 27%, and the Dental Association Newsletters 14%. (Table 3 on p.6)

3.5 Workload

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

56% of 1998 graduates reported working 41 or more hours per week (excluding lunch hours), compared with 43% in 1997. (Chart 2 on p.8)

Only 22% of 1998 graduates attended to more than 10 treatments per working day, compared with 57% in 1997. (Chart 3 on p.9)

3.6 Income

The monthly income of the 1997 dental graduates ranged from \$5,000 to \$35,000. The median and mean net monthly income (before tax) of the 1998 new dental surgeons were \$25,000 and \$24,674, representing a decrease of 5.7% and 6.2% respectively from the previous year's \$26,500 and \$26,293. (Chart 4 on p.9)

3.7 Job Satisfaction

83% of the dental graduates were very satisfied or quite satisfied with their jobs (77% in 1997). The most important factors of satisfaction were responsibility given, interpersonal relationship, recognition/status that goes with the job and working conditions at 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 48% of the dental graduates planned to set up private practice in future (43% in 1997). 22% indicated a wish for hospital/clinic work, compared with the previous year's 43%. (Chart 7 on p.11)

STATISTICAL TABLES AND CHARTS

Table 1

EMPLOYMENT SITUATION OF NEW DENTAL GRADUATES

1994 TO 1998

	1994	1995	1996	1997	1998
Population	40	37	38	36	43
Response rate	95.0%	91.9%	94.7%	88.9%	93%
No. of respondents	38	34	36	32	40
1. Full-time employed (as dental surgeon)	35	34	31	30	23
2. Full-time further studies	1	0	0	0	1
3. Part-time employed	2	0	2	1	9
4. Unemployed	0	0	2	0	7
5. Emigration/return to home country	0	0	1	1	0

Table 2

FIRST DESTINATIONS OF NEW DENTAL GRADUATES

1994 TO 1998

DESTINATION	1994	1995	1996	1997	1998
Dentistry -					
Government Service	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Community Clinics * 1	4 (9.8%)	4 (9.8%)	4 (10.5%)	6 (15.8%)	0 (0)
(i) non-profit making agencies subvented by Government	(4)	(3)	(4)	(3)	(0)
(ii) Commercial organizations * 2	(0)	(1)	(0)	(3)	(0)
Prince Philip Dental Hospital	8 (19.5%)	9 (22.0%)	10 (26.3%)	10 (26.3%)	10 (32.3%)
Other Hospital Dental Clinic	0 (0)	0 (0)	0 (0)	0 (0)	1 (3.2%)
Private Clinics * 3	28 (68.3%)	28 (68.3%)	24 (63.2%)	21 (55.3%)	19 (61.3%)
(i) as associates or partners	(5)	(8)	(10)	(9)	(7)
(ii) as paid employees	(23)	(20)	(14)	(12)	(12)
Private Clinics, self-employed as sole proprietor	1 (2.4%)	0 (0)	0 (0)	0 (0)	1 (3.2%)
In the course of setting up own practice	0 (0)	0 (0)	0 (0)	1 (2.6%)	0 (0)
TOTAL NO. OF JOBS HELD	41** (100%)	41** (100%)	38** (100%)	38** (100%)	31** (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	9 (40.9%)
Dental Association Newsletters	3 (13.6%)
Friends and Relatives	6 (27.3%)
Lecturers	2 (9.1%)
Own efforts - making unsolicited applications	2 (9.1%)
TOTAL	22 (100.0%)

Table 4A

WORK LOCATIONS OF NEW DENTAL SURGEONS

DISTRICT	NO. OF NEW* DENTAL SURGEONS
Hong Kong	11 (44.0%)
New Territories	8 (32.0%)
Kowloon	5 (20.0%)
Outlying Island	1 (4.0%)
TOTAL	25 (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
Commercial Area	16 (64.0%)
Residential Area	2 (8.0%)
Others	7 (28.0%)
TOTAL	25 (100.0%)

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

Chart 1

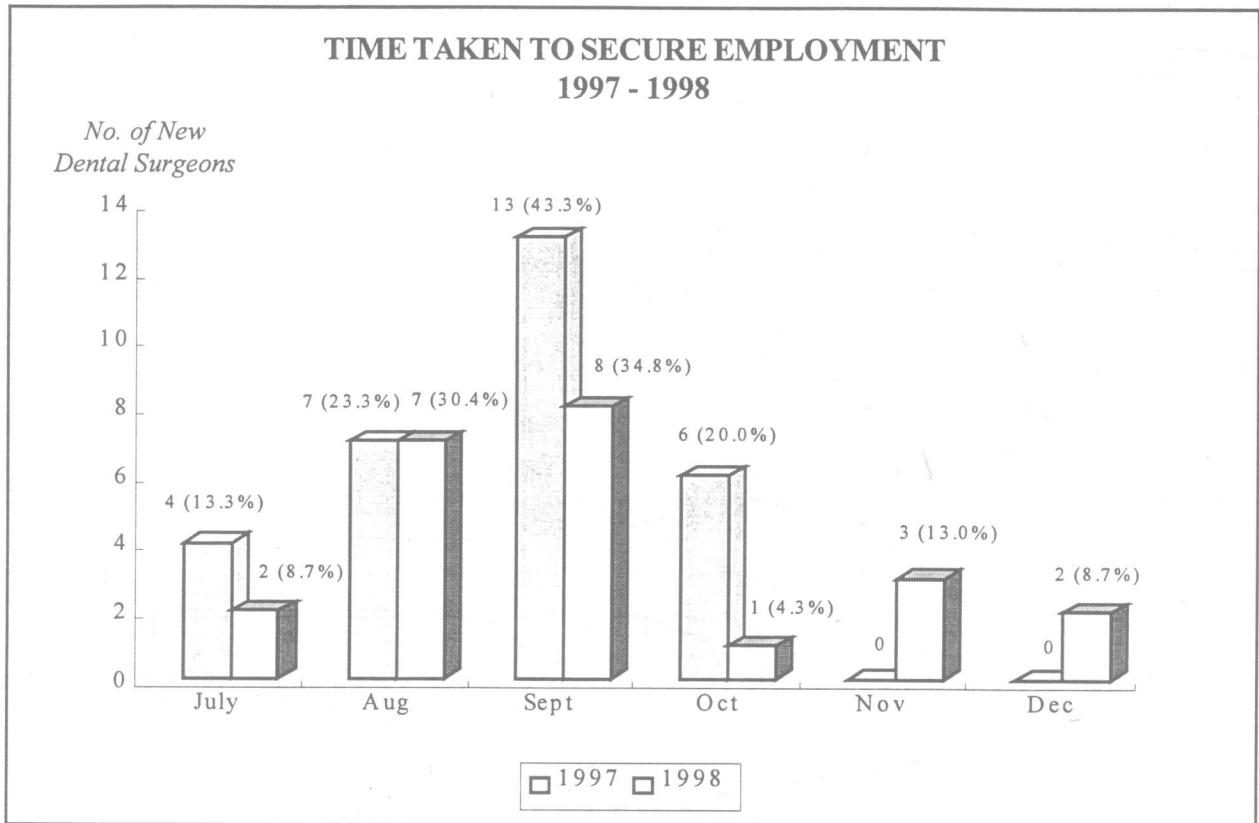


Chart 2

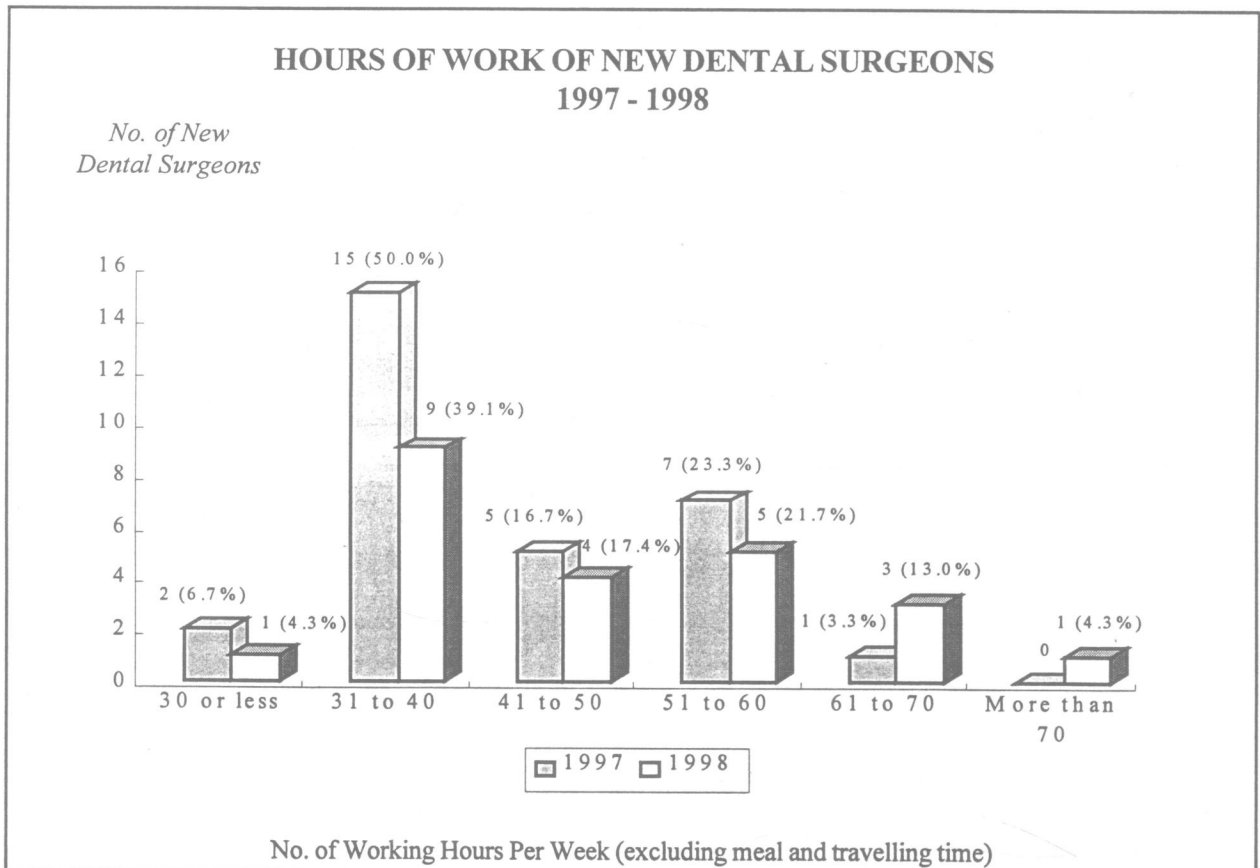


Chart 3

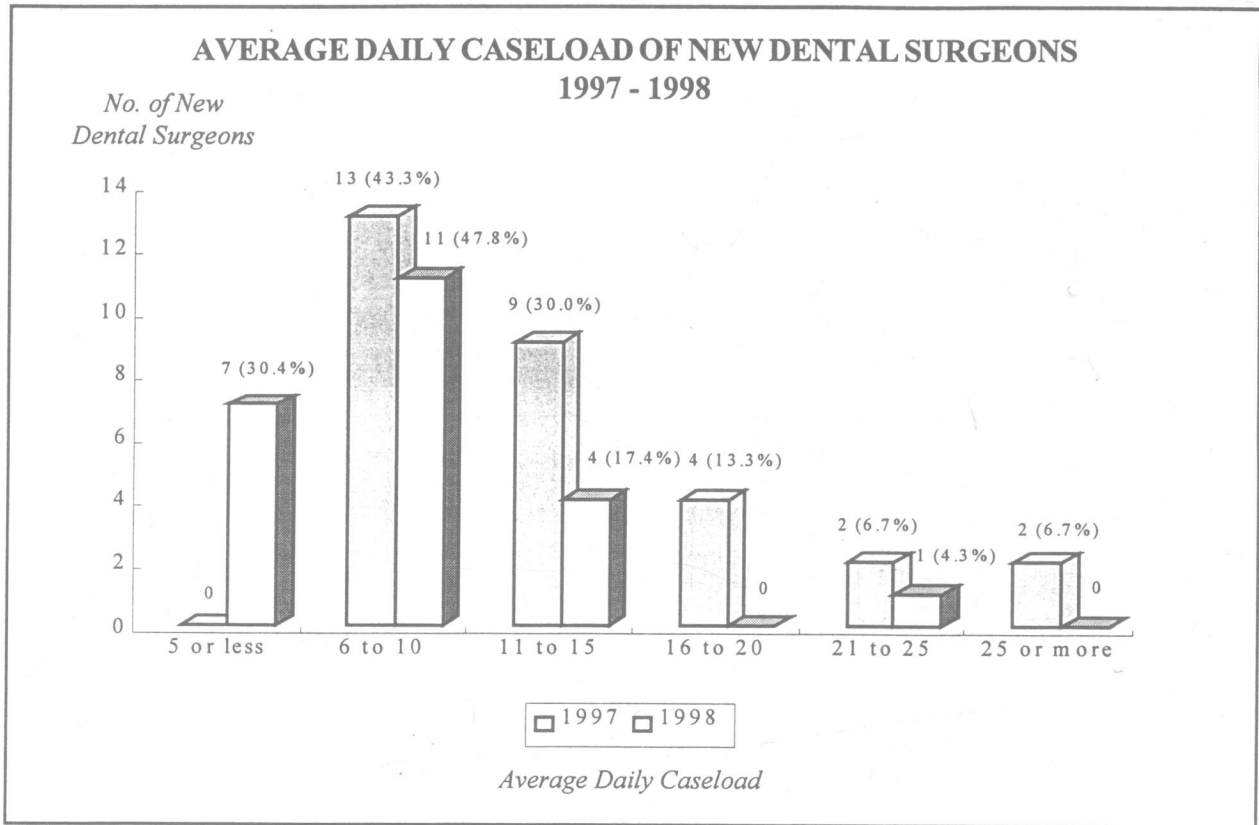


Chart 4

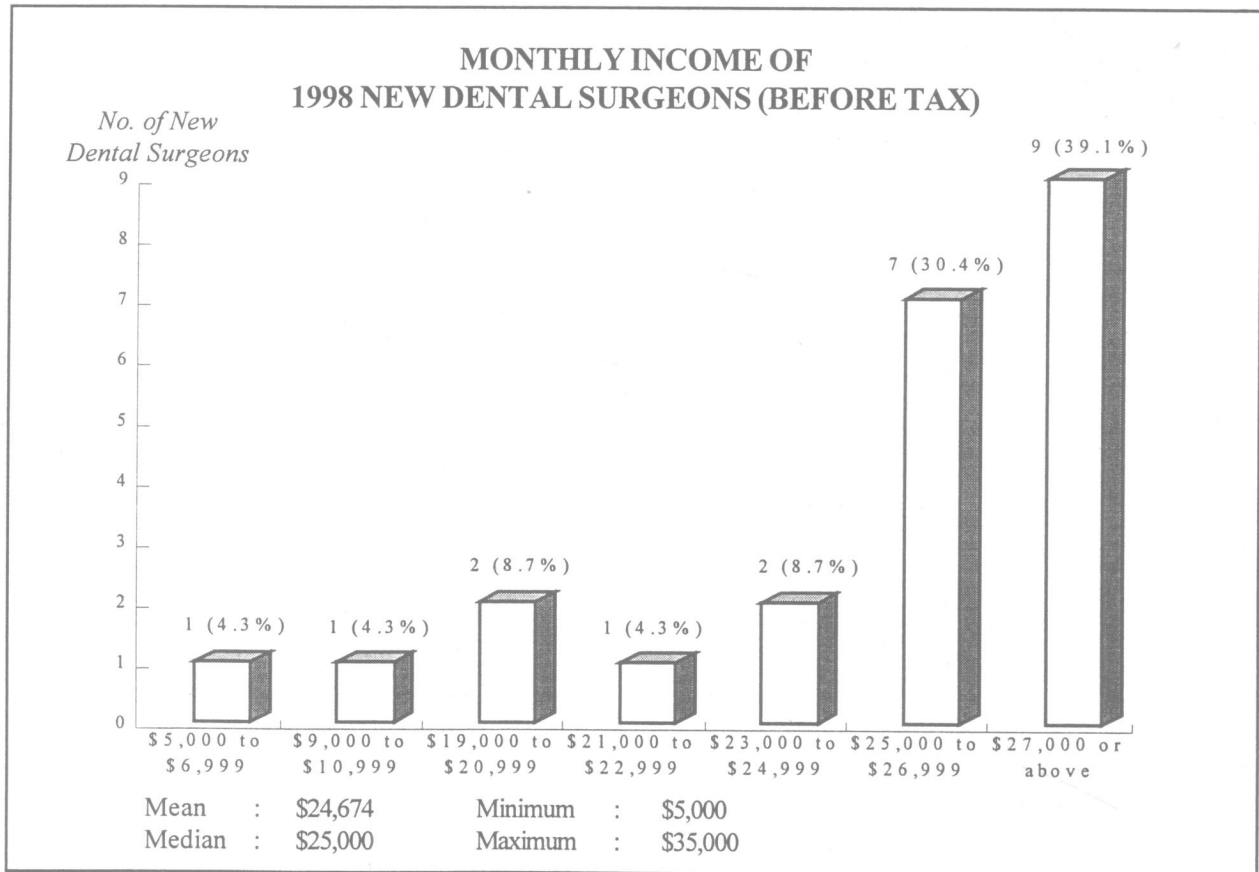


Chart 5

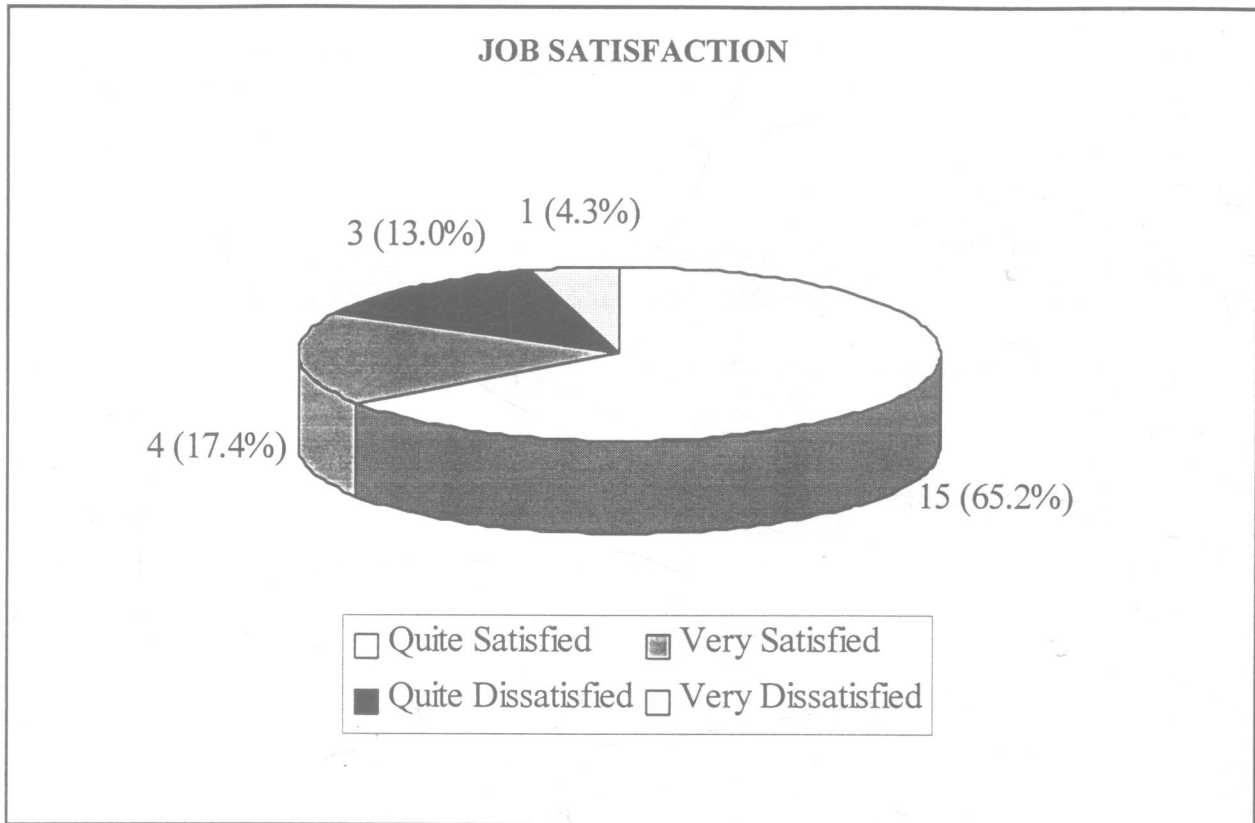


Chart 6

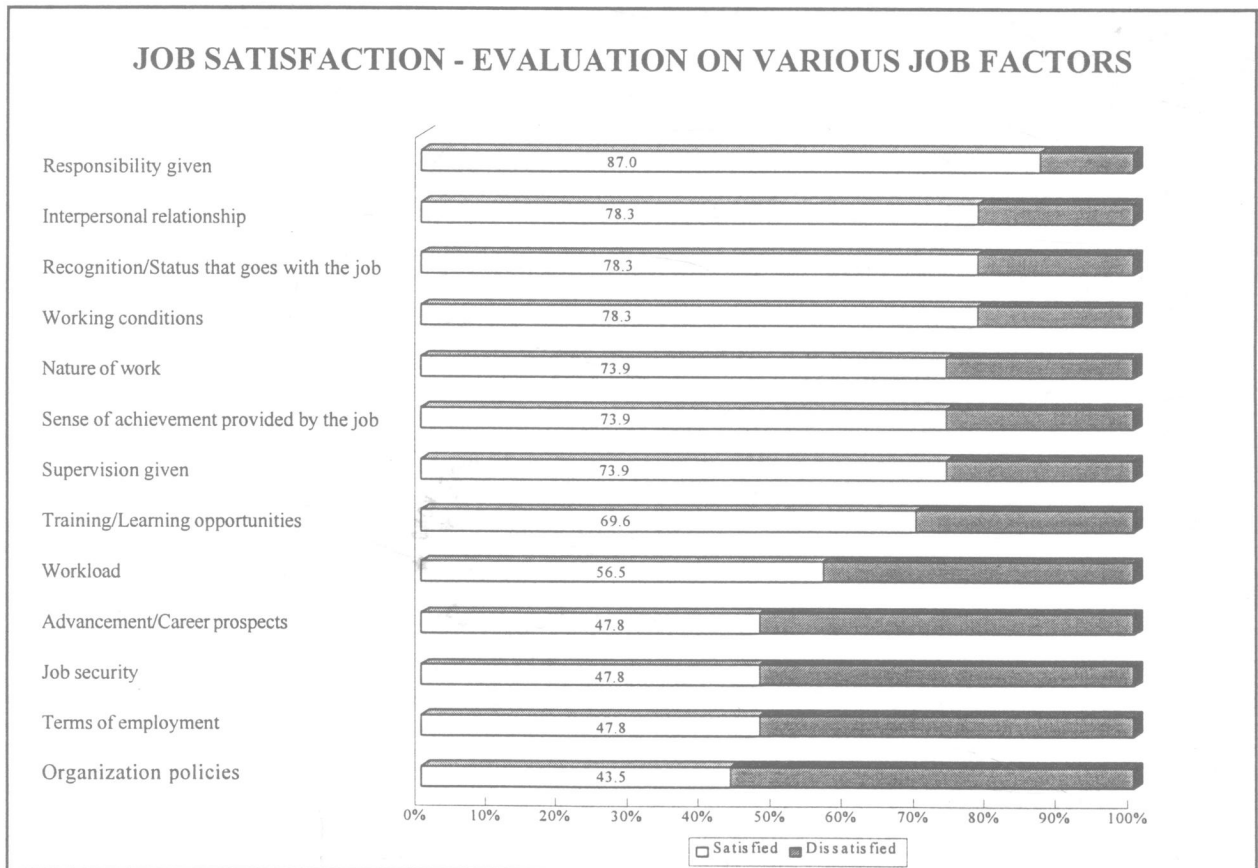
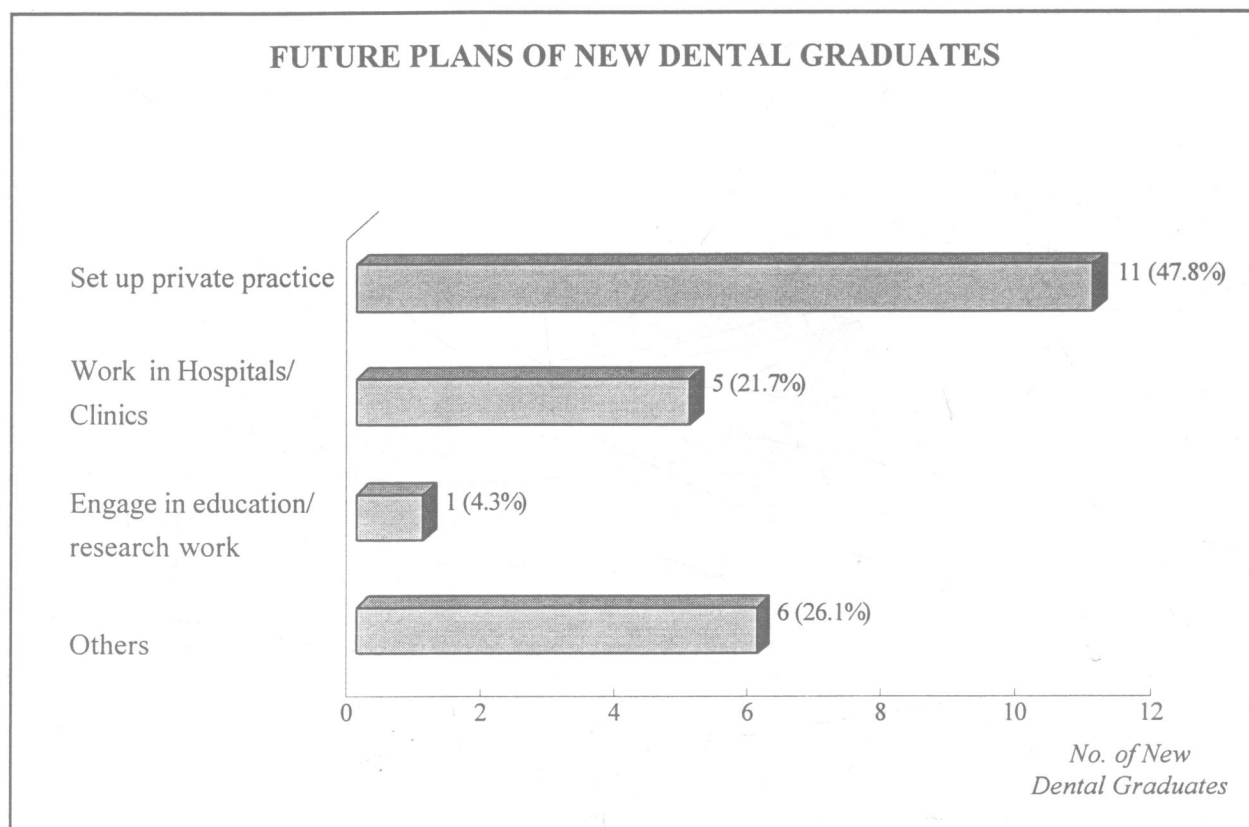


Chart 7



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