

# Australian Oral Health Workforce

The Oral Health  
Professions  
Workforce  
Survey 2020

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The Australian Dental and Oral  
Health Therapists Association Ltd.

The Dental Hygienists Association of  
Australia Ltd.



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Australian Dental and Oral Health Therapists  
Association Ltd.

Dental Hygienists Association of Australia Ltd.

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This report has been peer reviewed by Dr. Michael Foley and Dr. Melanie Hayes subject experts from two higher education institutions. Each report section received an open review from both reviewers, based on their area of expertise. The reviewers were largely academics with required specialist knowledge in Dentistry, the dental workforce and public health.

Reviews were structured around considerations of the intended audience of the book, and examined the comprehensiveness, accuracy, and relevance of content. Reviews were also focused on relevance longevity, clarity, consistency, organisation structure flow, grammatical errors, and cultural relevance. Changes suggested by the reviewers covered mainly grammatical and were incorporated by revising the report as suggested.

The authors would like to thank the review team for the time, care and commitment they contributed to the project. We recognise that peer reviewing is a generous act of service on their part. This report would not be the robust, valuable resource that it is were it not for their feedback and input.

**Reviewers included:**

- Dr Michael Foley, PhD Candidate, The University of Adelaide
- Dr Melanie Hayes, Head of Work Integrated Learning, The University of Sydney, School of Health Sciences, Faculty of Medicine and Health

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## Executive summary

Dental hygienists (DHs), Dental therapists (DTs), and Oral health therapists (OHTs) are registered dental practitioners. There are currently over 4,900 registered DH, DT and OHTs in Australia, representing approximately 20% of the total dental workforce. This report aimed to investigate the current demographic, geographic and employment characteristics of DH, DT and OHTs in Australia. The Oral Health Professions Workforce Survey 2020 was a cross-sectional study of DH, DT and OHTs. Participation was voluntary and anonymous. Respondents were asked a series of demographic and employment characteristic questions and 619 individuals participated. Respondents had been practising for an average of 15.9 years, and the majority were 30 years or older (84.0%) and female (95.5%).

- Over 70% of all respondents' held one job only.
- A quarter reported working 20-29 hours weekly and 43% worked 30-39 hours.
- Approximately half were employed part-time followed by full-time (24%) and casual (23%) employment.
- The median annual full-time equivalent (FTE) income was \$97,500 and \$92,708 for the previous two financial years (2018/2019 and 2019/2020) respectively.
- As age and years of practice increased, the median FTE 2019/2020 annual income reported also increased.
- The majority of respondents reported working in private general dental practice (63%), were receiving superannuation (91%), had no other additional employment benefits (56%) and did not report working unpaid overtime (63%).
- Two-thirds reported they had no intention to change their career.

The majority of respondents reported holding one job currently and this did not change before and after COVID-19. Hours remained similar pre- and post-COVID-19 with respondents reporting on average 32 and 30 hours weekly respectively. Hourly wages remained similar pre- and post-COVID-19 with respondents reporting on average \$52.50 and \$53.00 hourly respectively. The employment profile for DH, DT and OHTs were indicative of a stable and utilised workforce. The characteristics of respondents' principal place of employment were telling of the historical context to the occupations. DH's were primarily employed in the private sector, where as OHT and DTs in public settings.

## 1. Background

Dental hygienists (DHs), Dental Therapists (DTs), and Oral Health Therapists (OHTs) are registered dental practitioners.<sup>1</sup> The role and scope of practice for these professions varies between countries and in Australia the competencies and skills of a new qualified dental practitioner is defined by the Australian Dental Council (ADC).<sup>2</sup> These practitioners provide oral health care for children, adolescents and adults which can include examinations, education, oral health promotion, prevention and treatment, including periodontal debridement, pulp therapy, restorations and extractions.<sup>1</sup> There are currently over 4,900 registered DH, DT and OHTs in Australia, representing approximately 20% of the total dental workforce.<sup>3</sup>

While the role and scope of DH, DT and OHTs have previously been considered overlapping, these occupations have differing skill sets and employment characteristics. The scope of DH, DT and OHTs varies internationally due to historical contexts. Dental nurses were first established in New Zealand in the 1920's to provide dental treatment to children.<sup>4</sup> Other countries such as the United Kingdom and Canada subsequently introduced DTs in the 1960's modelled off New Zealand's school dental nurse.<sup>5</sup> Between 1966 and 1976 states across Australia developed school dental programs modelled from the New Zealand program and began training DTs.<sup>6</sup> While dental therapy was being established in the 1970's in Australia, the dental hygiene profession was also being introduced.<sup>7,8</sup> Modelled from DHs in the United States which began in the early 1900's, DHs were trained and licensed to practise only in private dental clinics in Australia.<sup>8</sup> Subsequently in the early 2000's, Australia introduced dual training courses producing practitioners registered as OHTs. DH, DT and OHTs are currently registered with the Australian Health Practitioner Regulatory Agency as independent practitioners and are permitted to work in any setting (i.e. private or public) as employees, self-employed or contractors.

In Australia and New Zealand occupations are classified by the Australia and New Zealand Standard Classification of Occupations (ANZSCO) version 1.3.<sup>9</sup> Each occupation is defined on terms of the formal education required and ranked on skill, with skill level 1 indicating a bachelor degree or higher to qualify.<sup>10</sup> OHT programs in Australia are currently three-year undergraduate Bachelor of Oral Health degrees.<sup>1</sup> Two courses (one Bachelor's degree and one Advanced Diploma) are currently offered to train as a DH. The course structure varies slightly between institutions, but all courses are accredited by the dental education governing

body the ADC.<sup>1</sup> At the time of publication of this report, there were 13 programs across Australian and New Zealand providing accredited training for OHTs and DHs. DH and DTs are classified as skill level 1 under Major Group 4 “Community and Personal Service Workers”. OHTs are classified as a specialisation of a DH and DT and are also skill level 1. A Specialisation is defined in the ANZCO as “*commonly used titles which refer to a subset of jobs belonging to the occupation designated in the principal title. These jobs involve the performance of specialised tasks rather than the broader range of tasks usually performed in the occupation.*”<sup>9</sup>

It is important to investigate the demographic and employment characteristics of DH, DT and OHTs for workforce planning. Previous studies published on DH, DT and OHT employment characteristics were published approximately a decade ago and ongoing monitoring is warranted.<sup>11-13</sup> In 2020, the COVID-19 pandemic resulted in substantial restrictions in dental practise. Clinical practise was restricted for a period of time to emergency services without the use of aerosol generating procedures. These restrictions resulted in a reduction of work hours and redundancies for many, to which the extent has not been quantified.

This report aimed to:

- i. Investigate the current demographic, geographic and employment characteristics of DH, DT and OHTs in Australia.
- ii. To benchmark employment characteristics and compare these pre- and post pandemic dental restrictions in the year 2020.

## 2. Methods

### 2.1 Design and participants

This report utilised a cross-sectional anonymous survey. Participants were recruited via convenience and snowball sampling through two Australian oral health professional organisations the Australian Dental and Oral Health Therapists Association Ltd. (ADOHTA) and the Dental Hygienists Association of Australia Ltd. (DHAA). Participants from the included organisations were dental practitioners including DH, DT and OHTs.

An invitation to participate in the questionnaire was sent via email to all current ADOHTA and DHAA members. An online survey platform SurveyMonkey was used to collect the data. A period of 11 weeks was allowed for participants to respond between October and December 2020.

### 2.2 Ethical considerations

This study was reviewed by the University of Queensland Human Ethics Research Governance Officer and was exempt from ethical review (clearance number 2021/HE000241).

### 2.3 Outcome measure

A quantitative questionnaire was developed using previous literature in the field as a guide. The questionnaire is available in Appendix 6.1.<sup>11,12</sup>

Participants were asked their current age, gender, dental practitioner registration category, principle state of practice, number of years practicing as a dental practitioner, career intention in the next six months and estimated gross annual income for the financial years 2018/2019 and 2019/2020.

Participants were asked for their primary and secondary (if applicable) place of employment the sector/type of workplace, if they were receiving compulsory superannuation contributions, other employment benefits, and the number of unpaid hours they work each week.

A series of questions were asked regarding employment prior to and after the dental restrictions enforced due to the pandemic. Participants were asked prior to (March 2020) and after restrictions eased (approximately August 2020) employment status, the number of jobs

employed in currently, number of hours worked per week and estimated hourly wage (excluding super contributions and other benefits). Participants were able to submit partially completed questionnaires.

## 2.4 Statistical analysis

IMB SPSS (version 25) was used for statistical analyses. Data were assessed for completeness and participant responses were excluded if they were not currently registered as a dental practitioner or did not list a profession. A descriptive analysis of outcome measures were undertaken.

The proportions and 95% confidence intervals were reported for participant demographic and employment characteristics. Data were stratified by registration category. Self-reported annual income for the financial years 2018-2019 and 2019-2020 were weighted by full-time equivalent (FTE) or 37.5 hours weekly to account for part-time workers. Participants who reported a change in employment over these periods (for example maternity leave or redundancy) were excluded to only report those with stable employment.

The distribution of the demographic and primary and secondary career variables for the sample were tabulated and presented as summary statistics (number and proportions).

Pre- and post-COVID-19 employment status, number of jobs, hours worked and estimated hourly wage were compared using 95% confidence intervals of the median or proportion where appropriate. Pre- and post-COVID-19 variables were also stratified by participant characteristics for differences.

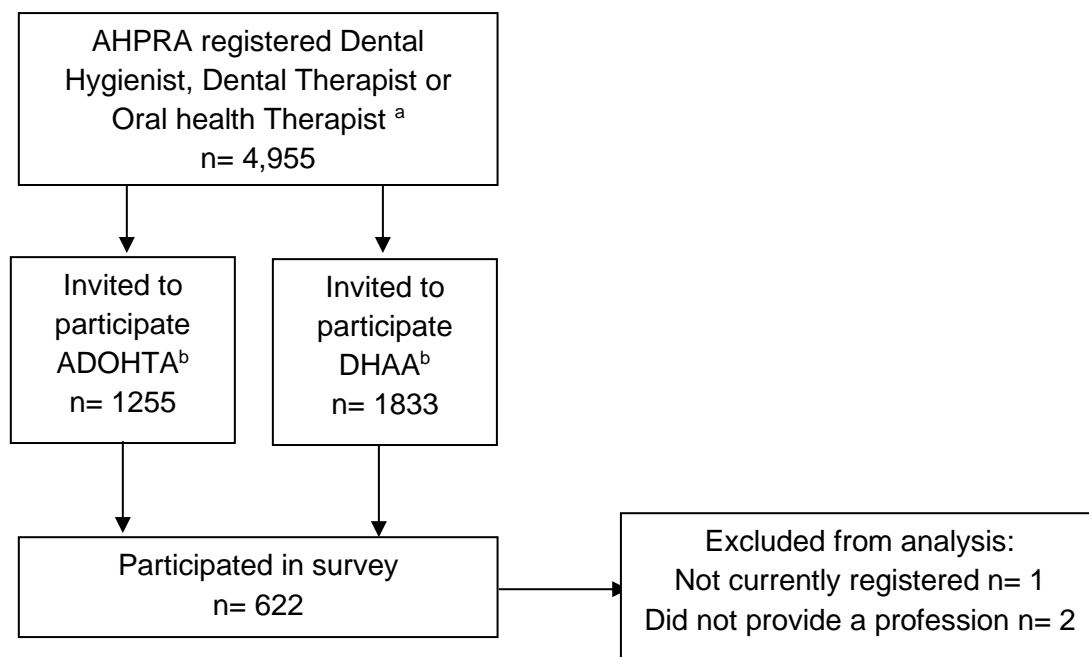
Non-overlapping confidence intervals were considered statistically different.

### 3. Findings

#### 3.1 Sample characteristics

Figure 3.1 reports the flow of participation in the survey and final sample size. At the time of recruitment n= 4,955 individuals were registered as a Dental Hygienist, Dental Therapist or Oral Health Therapist. Three responses were ineligible to be included giving a final sample size of n= 619 and a response rate of 12.5% of the professions.

Figure 3.1 Participation in the workforce survey.



- a. Dental Board of Australia (2020). Registrant Data: Reporting period 01 July 2020 to 30 September 2020.
- b. Participants could have been both ADOHTA and DHAA members, however they could not have participated in the survey twice due to restrictions placed through the survey platform. Participants were not asked their membership status for privacy reasons. The number of individuals who were members of both associations is unknown.

Table 3.1 reports the characteristics of survey participants. Overall, the majority of the sample were 30 years or older (84.0%), female (95.5%) and had been practicing 15.9 years on average. Approximately a fifth of participants were located in each of the states Victoria, New South Wales, Queensland and South Australia, with the remaining fifth in other Australian states and territories. OHT's had a higher proportion of participant aged <30 years (31.5%) compared to DH (5.4%) and DT's (0.0%). All of the participating DT's were female and DT's had a higher proportion of participants aged 50 years or older (75.0%) than OHT (16.5%) and DH's (35.3%). Participation was relatively similar across the states, however there were a

higher proportion of DH's in South Australia, DT's in Western Australia and fewer DH's in Queensland across the registration categories.

Table 3.1 Characteristics of survey participants (n= 619).

		OHT <sup>^</sup> n= 267		DH n= 279		DT n= 73		Total n= 619	
		n	% (95% CI)	n	% (95% CI)	n	% (95% CI)	n	% (95% CI)
Age group (years)	<30	84	31.5 (26.1 - 37.2)	15	5.4 (3.2 - 8.5)	0	0.0 (0.0 - 0.1)	99	16.0 (13.3 - 19.1)
	30-39	100	37.5 (31.8 - 43.4)	91	32.7 (27.4 - 38.4)	1	1.4 (0.2 - 6.3)	192	31.1 (27.6 - 34.9)
	40-49	39	14.6 (10.8 - 19.2)	74	26.6 (21.7 - 32.0)	17	23.6 (15.0 - 34.3)	130	21.1 (18.0 - 24.4)
	50+	44	16.5 (12.4 - 21.3)	98	35.3 (29.8 - 41.0)	54	75.0 (64.2 - 83.9)	196	31.8 (28.2 - 35.5)
Gender	Female	249	93.3 (89.8 - 95.8)	269	96.4 (93.7 - 98.1)	73	100.0 (95.1 - 100.0)	591	95.5 (93.6 - 96.9)
	Male	18	6.7 (4.2 - 10.2)	10	3.6 (1.9 - 6.3)	0	0.0 (0.0 - 0.1)	28	4.5 (3.1 - 6.4)
State	VIC	57	21.4 (16.8 - 26.7)	51	18.3 (14.1 - 23.1)	8	11.0 (5.3 - 19.6)	116	18.8 (15.8 - 22.0)
	NSW	50	18.8 (14.5 - 23.8)	63	22.6 (18.0 - 27.8)	11	15.1 (8.3 - 24.6)	124	20.1 (17.1 - 23.4)
	QLD	77	28.9 (23.7 - 34.6)	28	10.0 (6.9 - 14.0)	17	23.3 (14.8 - 33.9)	122	19.7 (16.7 - 23.0)
	SA	48	18.0 (13.8 - 23.0)	88	31.5 (26.3 - 37.2)	8	11.0 (5.3 - 19.6)	144	23.3 (20.1 - 26.8)
	WA	24	9.0 (6.0 - 12.9)	31	11.1 (7.8 - 15.2)	22	30.1 (20.5 - 41.3)	77	12.5 (10.0 - 15.2)
	TAS	4	1.5 (0.5 - 3.5)	5	1.8 (0.7 - 3.9)	3	4.1 (1.2 - 10.6)	12	1.9 (1.1 - 3.3)
	ACT	3	1.1 (0.3 - 3.0)	10	3.6 (1.9 - 6.3)	2	2.7 (0.6 - 8.5)	15	2.4 (1.4 - 3.9)
	NT	3	1.1 (0.3 - 3.0)	3	1.1 (0.3 - 2.8)	2	2.7 (0.6 - 8.5)	8	1.3 (0.6 - 2.4)
Years practising	<10	152	57.1 (51.1 - 63.0)	88	31.8 (26.5 - 37.4)	0	0.0 (0.0 - 0.1)	240	39.1 (35.3 - 43.0)
	10-19	65	24.4 (19.6 - 29.9)	96	34.7 (29.2 - 40.4)	8	11.3 (5.5 - 20.1)	169	27.5 (24.1 - 31.2)
	20-29	18	6.8 (4.2 - 10.3)	53	19.1 (14.8 - 24.1)	18	25.4 (16.4 - 36.3)	89	14.5 (11.9 - 17.4)
	30+	31	11.7 (8.2 - 15.9)	40	14.4 (10.7 - 18.9)	45	63.4 (51.8 - 73.9)	116	18.9 (15.9 - 22.1)

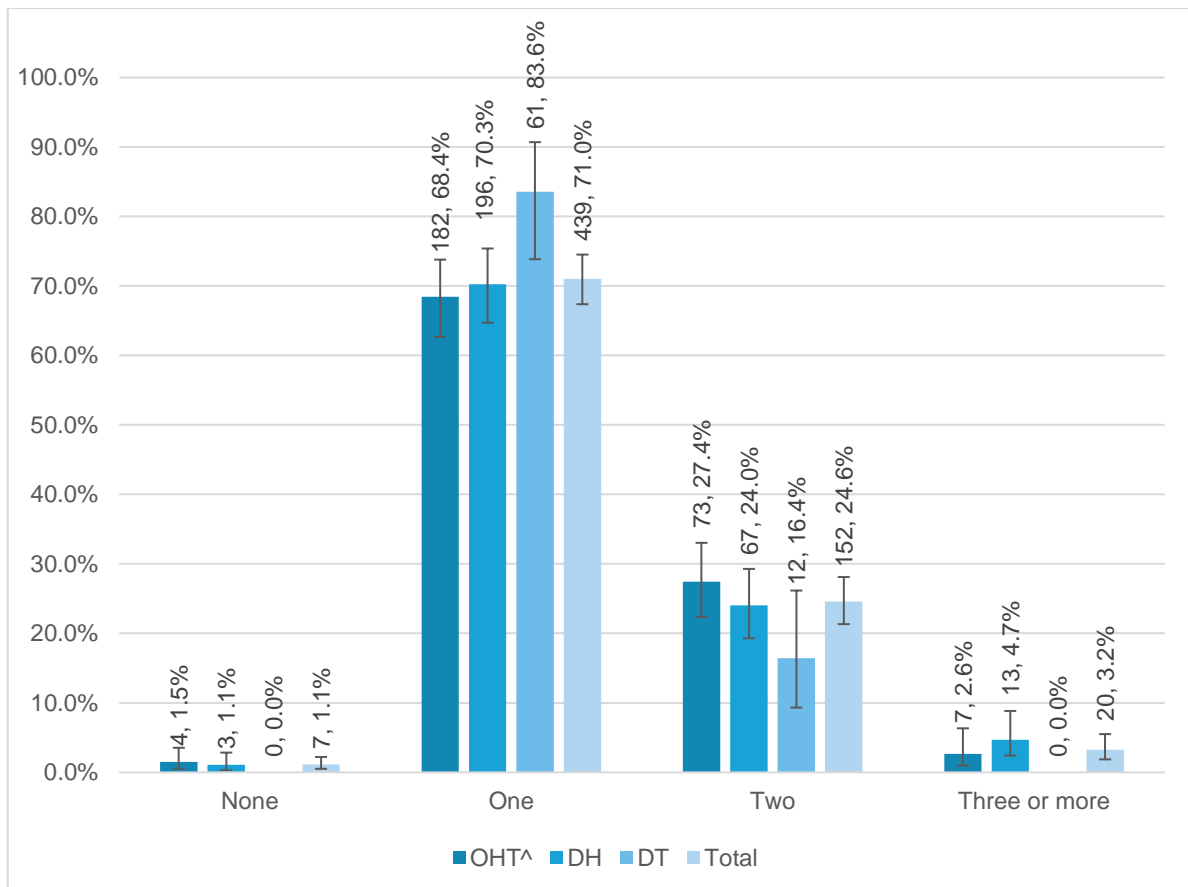
Abbreviations: OHT= Oral Health Therapist, DH= Dental Hygienist, DT= Dental Therapist, VIC= Victoria, NSW= New South Wales, QLD= Queensland, SA= South Australia, WA= Western Australia, TAS= Tasmania, ACT= Australian Capital Territory, NT= Northern Territory.

<sup>^</sup>Oral Health Therapist category included those who selected Oral Health Therapist or both Dental Hygienist and Dental Therapist registration categories.

### 3.2 Employment characteristics

Figure 3.2 reports the proportion of the number of jobs respondents' hold concurrently. Over 70% of all respondents' held one job currently. There were no differences between professions, age groups, gender, state and the number of jobs held currently.

Figure 3.2 Number of jobs concurrently held by profession (n= 618).



Abbreviations: OHT= Oral health therapist, DH= Dental Hygienist, DT= Dental Therapist.

^Oral health therapist category included those who selected Oral Health Therapist or both Dental Hygienist and Dental Therapist registration categories.

Figure 3.3 reports respondents' usual weekly hours of work. A quarter of respondents reported working 20-29 hours weekly and 43% of all respondents worked 30-39 hours. Compared to DH's, a higher proportion of OHT's (18.6% vs 8.3%) reported working 40 or more hours per week. There were no differences between states and the proportion of respondent's usual weekly hours of work.

A higher proportion of respondents <30 years reported working 30-39 hours weekly compared to the age groups 30-39, 40-49 and 50+ years (Appendix 6.2). A lower proportion of females reported working 30-39 hours compared to males (Appendix 6.2). Similarly, a higher proportion of females reported working 20-29 hours weekly compared to males (Appendix 6.2).

Figure 3.3 Number of hours worked weekly by profession (n= 614).

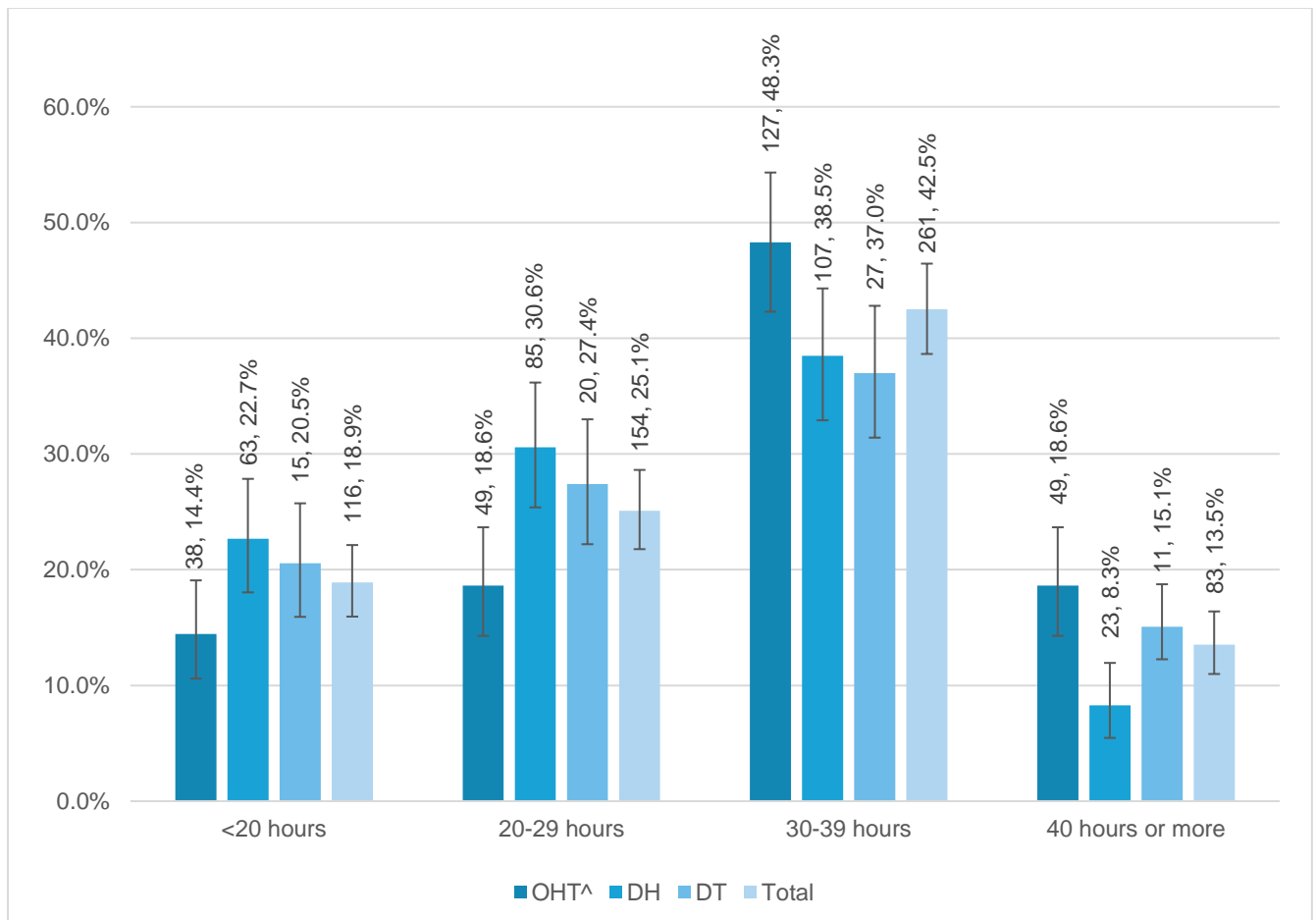
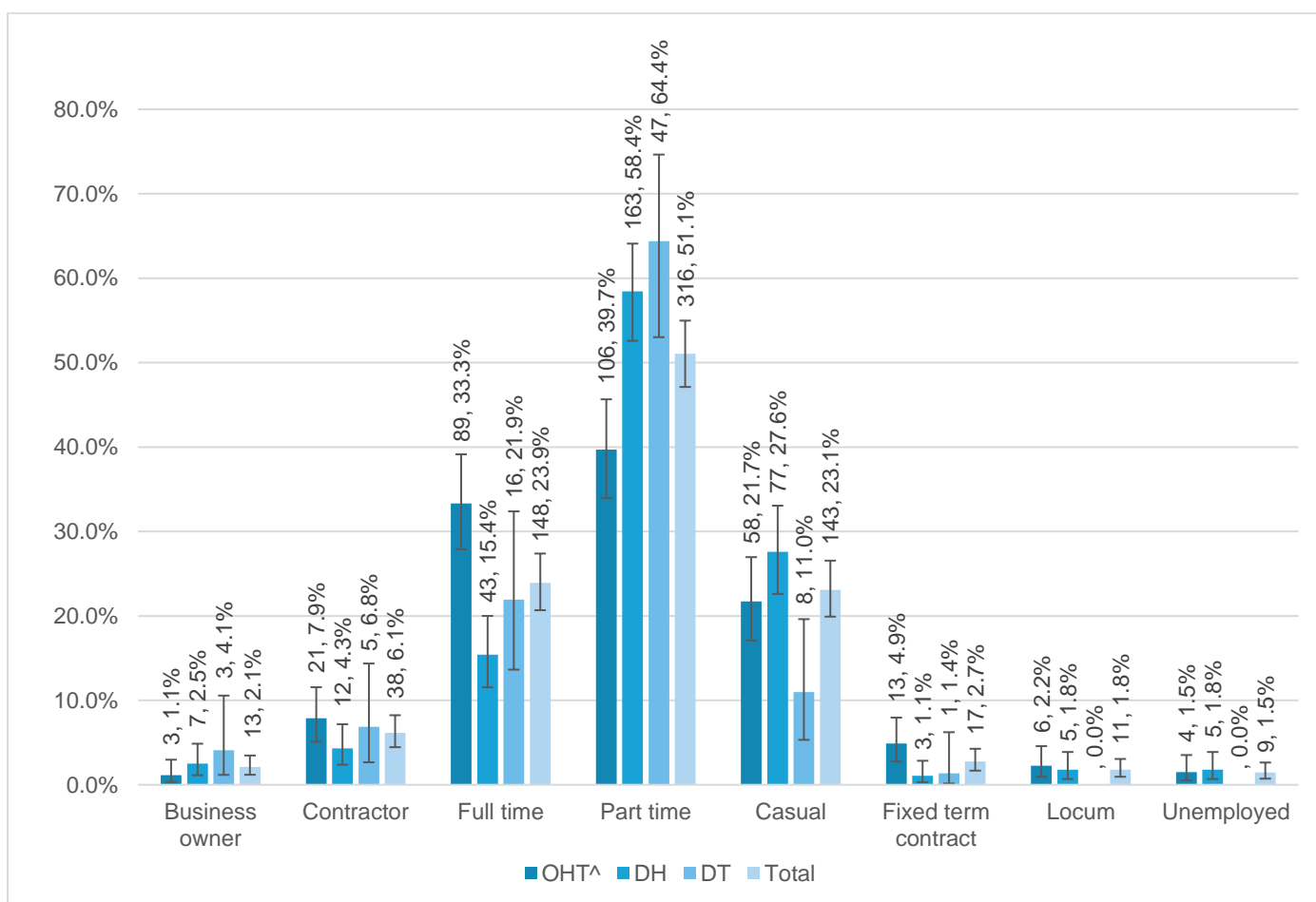


Figure 3.4 reports the proportion of respondent's by employment type. Of all the respondent, approximately half (51%) were employed part-time followed by full-time (24%) and casual (23%) employment. OHT's had a higher proportion of full-time employment (33%) and lower proportion of part-time (40%) compared to DH's (15% and 59% respectively). DT's had a lower proportion of casual employment (11%) compared to DH's (28%).

A higher proportion of respondents <30 years reported working full-time compared to the age groups 30-39, 40-49 and 50+ years (Appendix 6.3). A lower proportion of females reported working full-time compared to males (Appendix 6.3). Similarly, a higher proportion of females reported working part-time compared to males (Appendix 6.3).

Figure 3.4 Type of employment by profession<sup>‡</sup> (n= 619).



<sup>‡</sup> Respondents could select more than one employment type.

Figure 3.5 reports median annual full-time income for respondents with stable employment for the previous two financial years. Of all the respondent, the median annual income was \$97,500 and \$92,708 for the previous financial years respectively. There were no differences between the financial years and the profession types.

There were no differences between the median FTE 2019/2020 annual income reported between genders (Appendix 6.4). As age and years of practice increased, the median FTE 2019/2020 annual income reported also increased (Appendix 6.4). Respondents in the ACT reported a higher the median FTE 2019/2020 annual income compared to NSW, QLD, SA, WA and TAS (Appendix 6.4). Respondents in SA had a lower median FTE 2019/2020 annual income compared to QLD respondents.

Figure 3.5 Median annual full-time income by profession (n= 513).

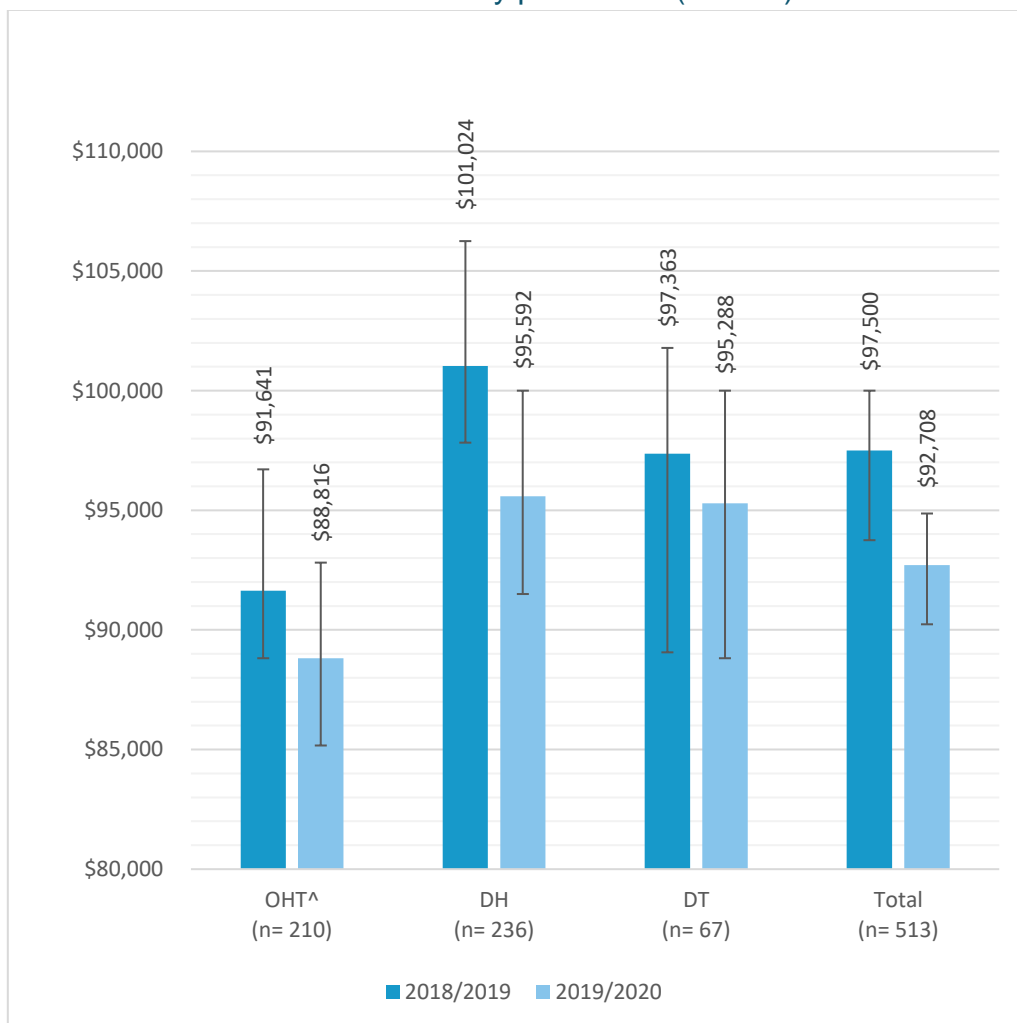


Table 3.2 reports the characteristics of respondents' principal place of employment. Overall, the majority of respondents reported working in private general dental practice (63%), were receiving superannuation (91%), had no other additional employment benefits (56%) and did not report working unpaid overtime (63%).

DH's had a higher proportion working in private general practice (78%, 95% CI 73 – 83%) than OHT's (59%, 95% CI 53 – 64%) and DT's (21%, 95% CI 13 – 31%). DT's (60%, 95% CI 49 – 71%) and OHT's (28%, 95% CI 23 – 33%) had a higher proportion in government dental practice than DH's (1%, 95% CI 0 – 2%). DT's (60%, 95% CI 49 – 71%) had a higher proportion reporting salary sacrifice arrangements than OHT's (30%, 95% CI 26 – 36%) and DH's (15%, 95% CI 11 – 20%). Similarly, DT's (11%, 95% CI 5 – 20%) and OHT's (9%, 95% CI 6 – 12%) had a higher proportion with above mandatory superannuation benefits than DH's (3%, 95% CI 2 – 6%).

Table 3.3 reports the characteristics of respondents' secondary place of employment. Overall, the majority of respondents reported working in private general dental practice (62%), were receiving superannuation (84%), had no other additional employment benefits (83%) and did not report working unpaid overtime (79%).

Table 3.2 Characteristics of principal place of employment (n= 619).

		OHT <sup>^</sup> n= 267		DH n= 279		DT n= 73		Total n= 619	
		n	% (95% CI)	n	% (95% CI)	n	% (95% CI)	n	% (95% CI)
Place of practice	Education	9	3.4 (1.7 - 6.2)	8	3.0 (1.4 - 5.6)	6	8.2 (3.5 - 16.2)	23	3.8 (2.5 - 5.6)
	Private general practice	154	58.6 (52.5 - 64.4)	207	77.8 (72.5 - 82.5)	15	20.5 (12.5 - 30.8)	376	62.5 (58.5 - 66.3)
	Government	73	27.8 (22.6 - 33.4)	2	0.8 (0.2 - 2.4)	44	60.3 (48.8 - 70.9)	119	19.8 (16.7 - 23.1)
	Specialist	20	7.6 (4.9 - 11.3)	28	10.5 (7.3 - 14.6)	4	5.5 (1.9 - 12.5)	52	8.6 (6.6 - 11.1)
	Orthodontic	5	1.9 (0.7 - 4.1)	21	7.9 (5.1 - 11.6)	1	1.4 (0.1 - 6.2)	27	4.5 (3.0 - 6.4)
	Specialist Periodontic	2	0.8 (0.2 - 2.4)	0	0.0 (0.0 - 0.1)	3	4.1 (1.2 - 10.6)	5	0.8 (0.3 - 1.8)
	Specialist Paediatric								
Superannuation	No	5	1.9 (0.7 - 4.1)	5	1.8 (0.7 - 3.9)	2	2.7 (0.6 - 8.5)	12	1.9 (1.1 - 3.3)
	Yes	237	88.8 (84.6 - 92.1)	259	92.8 (89.4 - 95.4)	65	89.0 (80.4 - 94.7)	561	90.6 (88.1 - 92.7)
	Not applicable	14	5.2 (3.0 - 8.4)	8	2.9 (1.4 - 5.3)	2	2.7 (0.6 - 8.5)	24	3.9 (2.6 - 5.6)
	Above 9.5%	2	0.7 (0.2 - 2.4)	1	0.4 (0.0 - 1.7)	2	2.7 (0.6 - 8.5)	5	0.8 (0.3 - 1.8)
	Unsure	9	3.4 (1.7 - 6.1)	6	2.2 (0.9 - 4.4)	2	2.7 (0.6 - 8.5)	17	2.7 (1.7 - 4.3)
Additional employment benefits	None	146	54.7 (48.7 - 60.6)	182	65.2 (59.5 - 70.6)	20	27.4 (18.2 - 38.4)	348	56.2 (52.3 - 60.1)
	Salary sacrifice	81	30.3 (25.1 - 36.0)	42	15.1 (11.2 - 19.6)	44	60.3 (48.8 - 70.9)	167	27.0 (23.6 - 30.6)
	Personal expenses	41	15.4 (11.4 - 20.0)	35	12.5 (9.0 - 16.8)	16	21.9 (13.6 - 32.4)	92	14.9 (12.2 - 17.8)
	Above mandatory superannuation	23	8.6 (5.7 - 12.4)	9	3.2 (1.6 - 5.8)	8	11.0 (5.3 - 19.6)	40	6.5 (4.7 - 8.6)
	Additional paid leave	54	20.2 (15.7 - 25.3)	22	7.9 (5.2 - 11.5)	22	30.1 (20.5 - 41.3)	98	15.8 (13.1 - 18.9)
Unpaid overtime work	No	168	63.4 (57.5 - 69.0)	181	65.6 (59.8 - 71.0)	39	53.4 (42.0 - 64.5)	388	63.2 (59.3 - 66.9)
	Yes	97	36.6 (31.0 - 42.5)	95	34.4 (29.0 - 40.2)	34	46.6 (35.5 - 58.0)	226	36.8 (33.1 - 40.7)

Abbreviations: OHT= Oral health therapist, DH= Dental hygienist, DT= Dental therapist.

<sup>^</sup>Oral health therapist category included those who selected Oral health therapist or both Dental hygienist and Dental therapist registration categories.

Table 3.3 Characteristics of secondary place of employment (n= 167).

		OHT^ n= 80		DH n= 74		DT n= 13		Total n= 167	
		n	% (95% CI)	n	% (95% CI)	n	% (95% CI)	n	% (95% CI)
Place of practice	Education	9	11.5 (5.9 - 20.0)	9	13.0 (6.7 - 22.5)	0	0.0 (0.0 - 0.1)	18	11.5 (7.2 - 17.2)
	Private general practice	48	61.5 (50.5 - 71.8)	46	66.7 (55.0 - 76.9)	2	22.2 (4.9 - 54.4)	96	61.5 (53.7 - 68.9)
	Government	8	10.3 (5.0 - 18.4)	3	4.3 (1.2 - 11.1)	1	11.1 (1.2 - 41.4)	12	7.7 (4.3 - 12.7)
	Specialist	11	14.1 (7.7 - 23.1)	6	8.7 (3.7 - 17.0)	6	66.7 (34.8 - 89.6)	23	14.7 (9.8 - 20.9)
	Orthodontic	0	0.0 (0.0 - 0.1)	5	7.2 (2.8 - 15.2)	0	0.0 (0.0 - 0.1)	5	3.2 (1.2 - 6.9)
	Specialist	0	0.0 (0.0 - 0.1)	5	7.2 (2.8 - 15.2)	0	0.0 (0.0 - 0.1)	5	3.2 (1.2 - 6.9)
	Periodontic	0	0.0 (0.0 - 0.1)	5	7.2 (2.8 - 15.2)	0	0.0 (0.0 - 0.1)	5	3.2 (1.2 - 6.9)
	Specialist Paediatric	2	2.6 (0.5 - 8.0)	0	0.0 (0.0 - 0.1)	0	0.0 (0.0 - 0.1)	2	1.3 (0.3 - 4.0)
Superannuation	No	7	8.6 (3.9 - 16.2)	7	9.5 (4.3 - 17.7)	2	15.4 (3.3 - 40.9)	16	9.5 (5.8 - 14.7)
	Yes	67	82.7 (73.4 - 89.7)	64	86.5 (77.4 - 92.8)	10	76.9 (50.3 - 93.0)	141	83.9 (77.8 - 88.9)
	Not applicable	5	6.2 (2.4 - 13.0)	3	4.1 (1.2 - 10.4)	0	0.0 (0.0 - 0.1)	8	4.8 (2.3 - 8.8)
	Above 9.5%	0	0.0 (0.0 - 0.1)	0	0.0 (0.0 - 0.1)	1	7.7 (0.8 - 30.7)	1	0.6 (0.1 - 2.7)
	Unsure	2	2.5 (0.5 - 7.7)	0	0.0 (0.0 - 0.1)	0	0.0 (0.0 - 0.1)	2	1.2 (0.2 - 3.8)
Additional employment benefits	None	69	85.2 (76.3 - 91.6)	62	83.8 (74.2 - 90.8)	9	69.2 (42.3 - 88.6)	140	83.3 (77.2 - 88.4)
	Salary sacrifice	4	5.0 (1.7 - 11.4)	8	10.8 (5.2 - 19.4)	2	15.4 (3.3 - 40.9)	14	8.4 (4.9 - 13.3)
	Personal expenses	4	5.0 (1.7 - 11.4)	4	5.4 (1.9 - 12.3)	2	15.4 (3.3 - 40.9)	10	6.0 (3.1 - 10.4)
	Above mandatory superannuation	1	1.3 (0.1 - 5.7)	1	1.4 (0.1 - 6.1)	0	0.0 (0.0 - 0.1)	2	1.2 (0.2 - 3.8)
	Additional paid leave	8	10.0 (4.8 - 18.0)	3	4.1 (1.2 - 10.4)	2	15.4 (3.3 - 40.9)	13	7.8 (4.4 - 12.6)
Unpaid overtime work	No	67	83.8 (74.5 - 90.6)	56	75.7 (65.0 - 84.3)	9	69.2 (42.3 - 88.6)	132	79.0 (72.4 - 84.7)
	Yes	13	16.3 (9.4 - 25.5)	18	24.3 (15.7 - 35.0)	4	30.8 (11.4 - 57.7)	35	21.0 (15.3 - 27.6)

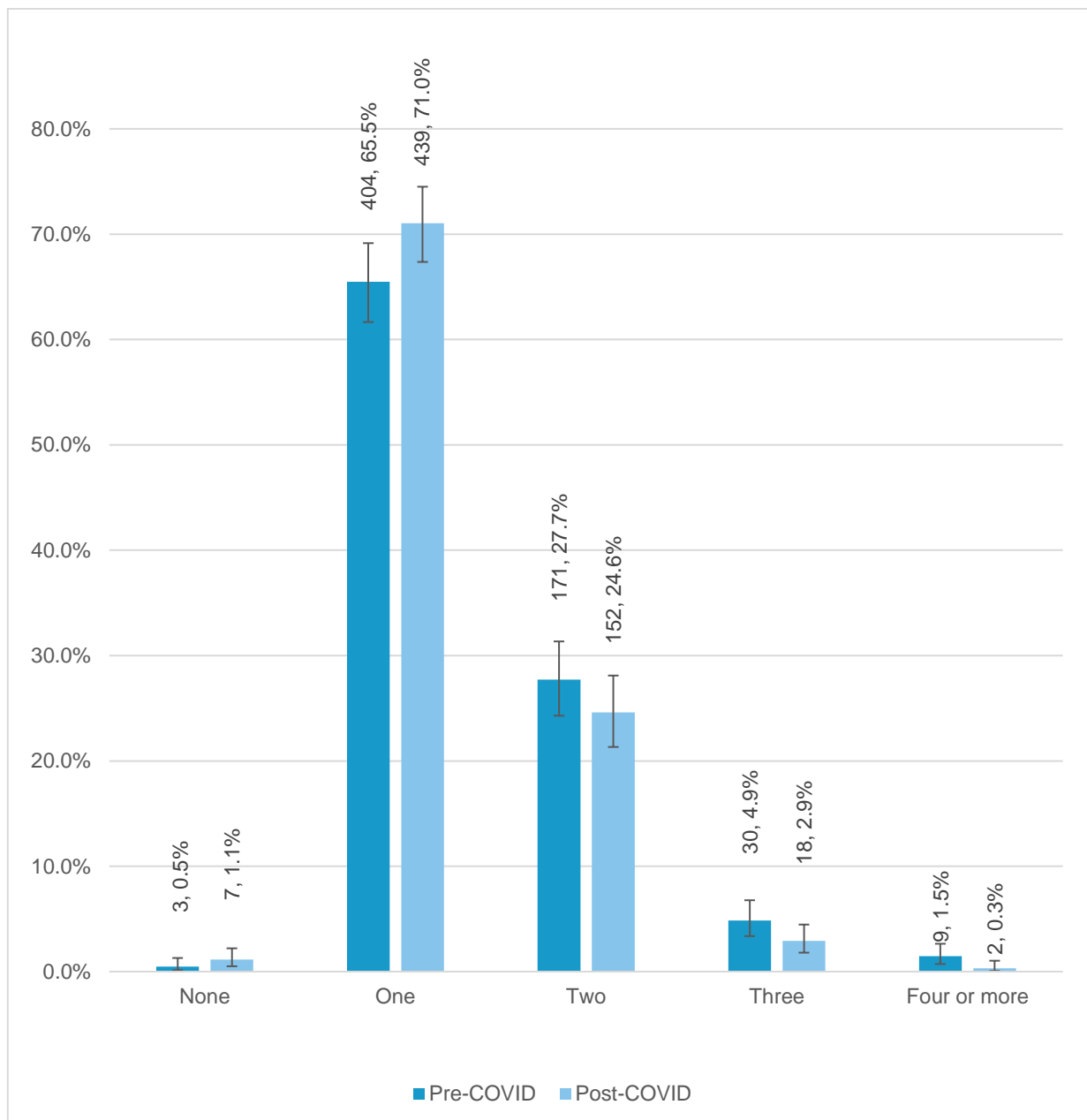
Abbreviations: OHT= Oral health therapist, DH= Dental Hygienist, DT= Dental Therapist.

^Oral Health Therapist category included those who selected Oral Health Therapist or both Dental Hygienist and Dental Therapist registration categories.

### 3.3 Changes to employment

Figure 3.6 presents respondents' number of jobs held concurrently pre- and post-COVID-19. The majority of respondents (66 and 71% respectively) reported holding one job currently and point estimates did not change statistically before and after COVID-19 using 95% CIs.

Figure 3.6 Number<sup>‡</sup> of jobs pre- and post-COVID-19 (n= 618).



<sup>‡</sup> Respondents were excluded if they reported no employment at either time point. A None category was included as respondents may have had no jobs pre-COVID-19 and gained employment or been employed pre-COVID-19 and retired or lost employment post-COVID-19.

Figure 3.6 presents respondents usual hours worked weekly. Over 40% reported working between 30 – 39 hours pre- and post-COVID-19. There was an increase in the proportion of respondents reporting working <20 hours post-COVID-19.

Figure 3.6 Hours worked weekly pre- and post-COVID-19 (n= 614).

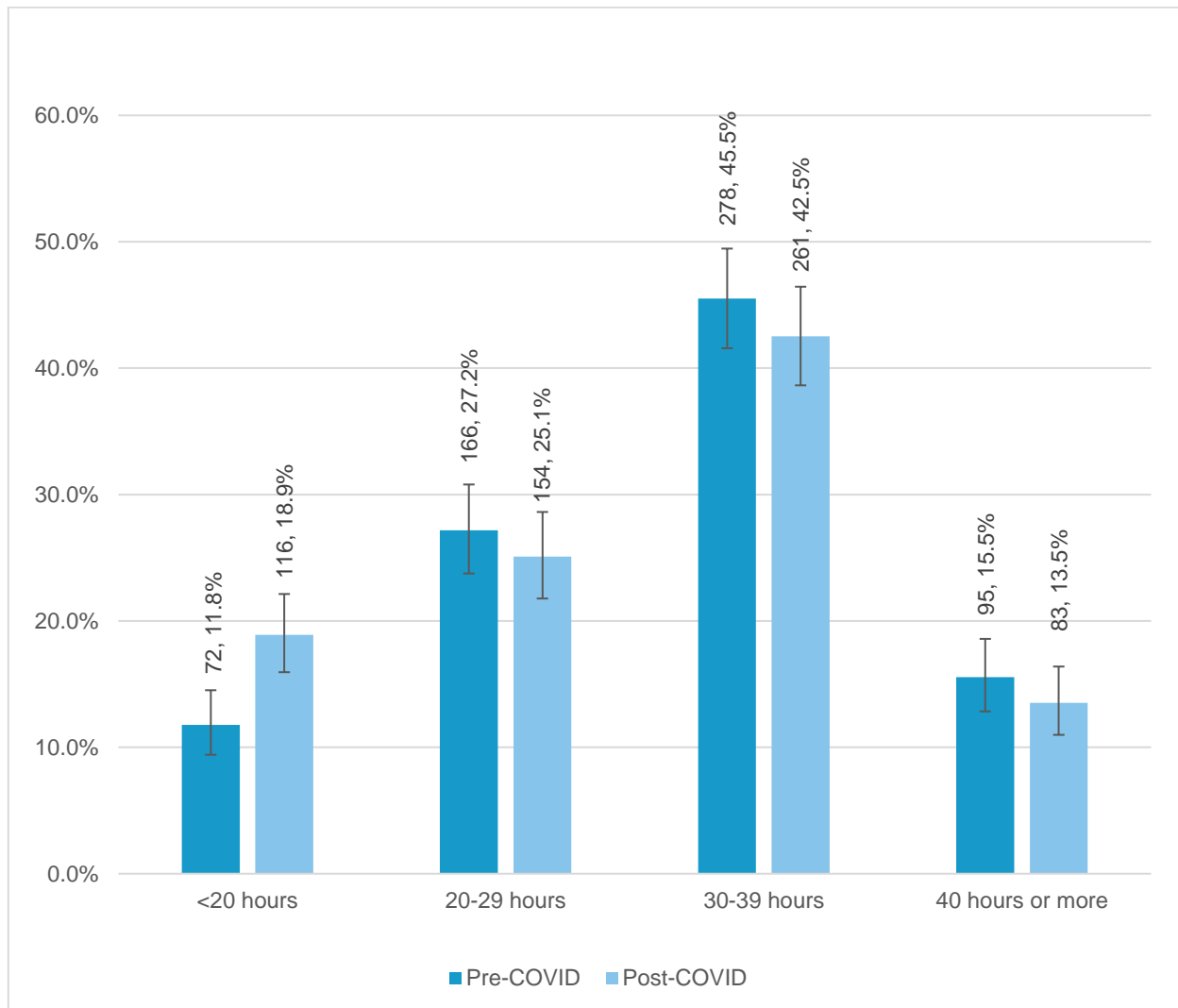


Table 3.4 reports the median number of weekly hours worked pre and post-COVID-19. Hours remained similar pre- and post-COVID-19 with respondents reporting on average 32 and 30 hours weekly respectively.

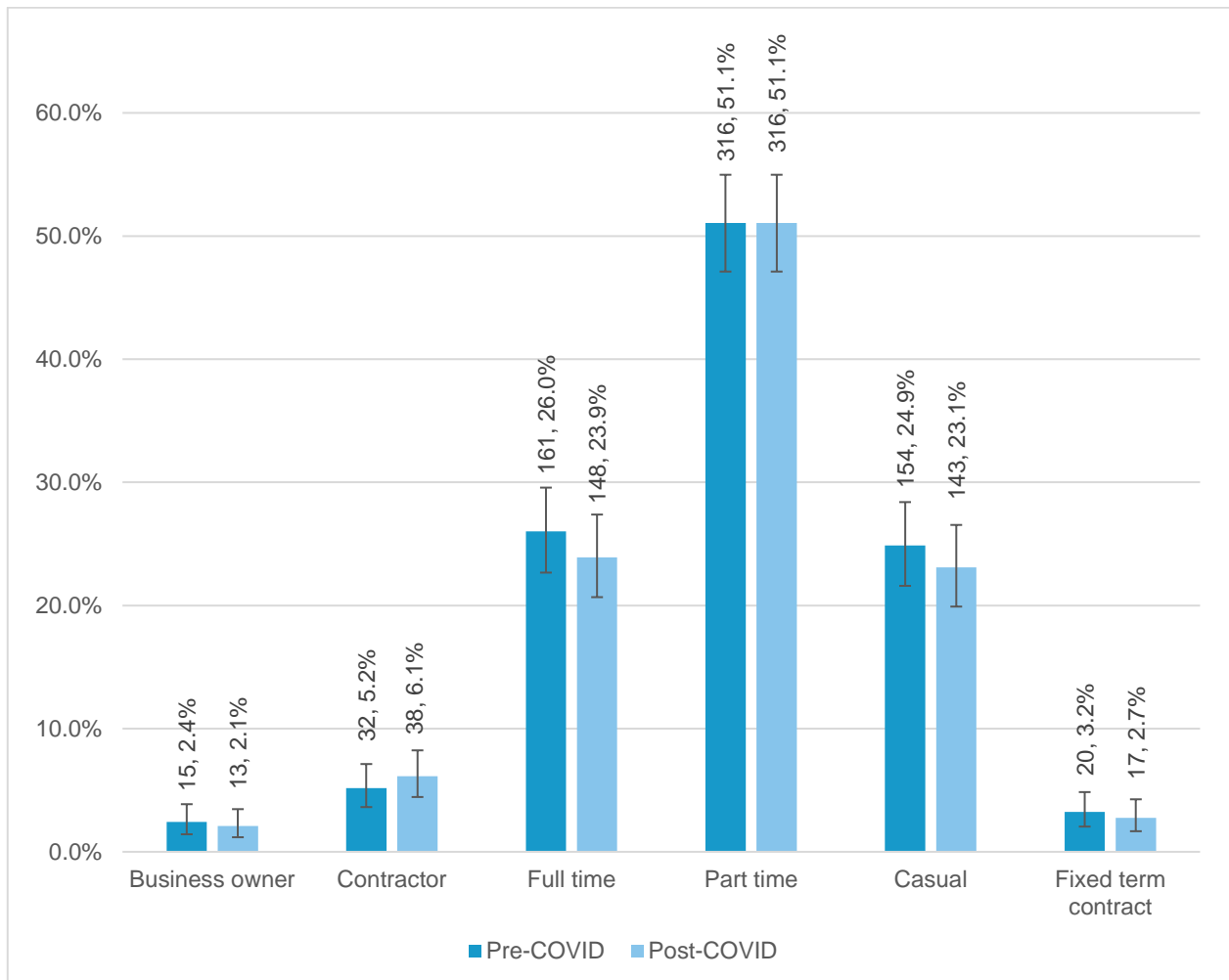
Table 3.4 Average hours worked weekly pre- and post-COVID-19 (n= 619)

		Total	Pre-COVID-19	Post-COVID-19
		n	Median (95% CI)	Median (95% CI)
Total		619	32.0 (32.0 - 34.0)	30.0 (30.0 - 32.0)
Profession	OHT^	267	36.0 (35.0 - 38.0)	37.5 (36.0 - 38.0)
	DH	279	30.0 (30.0 - 32.0)	30.0 (30.0 - 33.0)
	DT	73	30.0 (29.8 - 35.0)	28.0 (26.0 - 32.0)
Age group (years)	<30	99	*38.0 (38.0 - 40.0)	*30.0 (30.0 - 32.0)
	30-39	192	30.8 (28.0 - 32.0)	30.0 (30.0 - 32.0)
	40-49	130	*29.9 (26.0 - 32.0)	*36.5 (34.0 - 38.0)
	50+	196	30.0 (30.0 - 32.0)	30.0 (30.0 - 34.0)
Gender	Female	591	32.0 (32.0 - 34.0)	30.0 (30.0 - 35.0)
	Male	28	37.5 (35.0 - 39.0)	32.0 (30.0 - 35.0)
State	VIC	116	31.2 (28.0 - 34.0)	30.0 (30.0 - 33.0)
	NSW	124	32.0 (30.0 - 36.0)	30.0 (27.0 - 36.0)
	QLD	122	34.0 (32.0 - 38.0)	34.5 (21.0 - 38.0)
	SA	144	30.0 (29.0 - 32.0)	31.0 (24.0 - 35.0)
	WA	77	*30.0 (30.0 - 34.0)	*38.0 (38.0 - 48.0)
	TAS	12	37.5 (30.0 - 40.0)	30.0 (20.0 - 38.0)
	ACT	15	32.0 (31.0 - 37.0)	30.0 (30.0 - 32.0)
	NT	8	38.0 (38.0 - 40.0)	36.5 (32.0 - 38.0)
Place of practice	Education	31	37.5 (29.0 - 40.0)	27.5 (24.0 - 30.0)
	Private general practice	389	32.0 (32.0 - 34.0)	32.0 (28.0 - 35.0)
	Government	120	37.5 (36.0 - 38.0)	27.0 (27.0 - 52.0)
	Specialist Orthodontic	52	28.0 (26.0 - 32.0)	29.0 (20.0 - 37.5)
	Specialist Periodontic	27	33.0 (32.0 - 36.0)	30.0 (30.0 - 32.0)
	Specialist Paediatric	5	27.0 (27.0 - 52.0)	36.0 (32.0 - 38.0)

\*Indicates differences pre and post-COVID-19 through non-overlapping confidence intervals.

Figure 3.7 presents the proportion of respondents reporting employment types held. Just over half (51%) reported part-time employment pre- and post-COVID-19. Approximately a quarter of respondents were employed full-time and a quarter casual.

Figure 3.7 Employment type pre- and post-COVID-19<sup>‡</sup> (n=619)



<sup>‡</sup> Respondents could select more than one employment type.

Table 3.5 reports the median hourly earnings pre- and post-COVID-19. Hourly wages remained similar pre- and post-COVID-19 with respondents reporting on average \$52.5 and \$53.0 hourly respectively.

Table 3.5 Average hourly wage pre- and post-COVID-19 (n= 619)

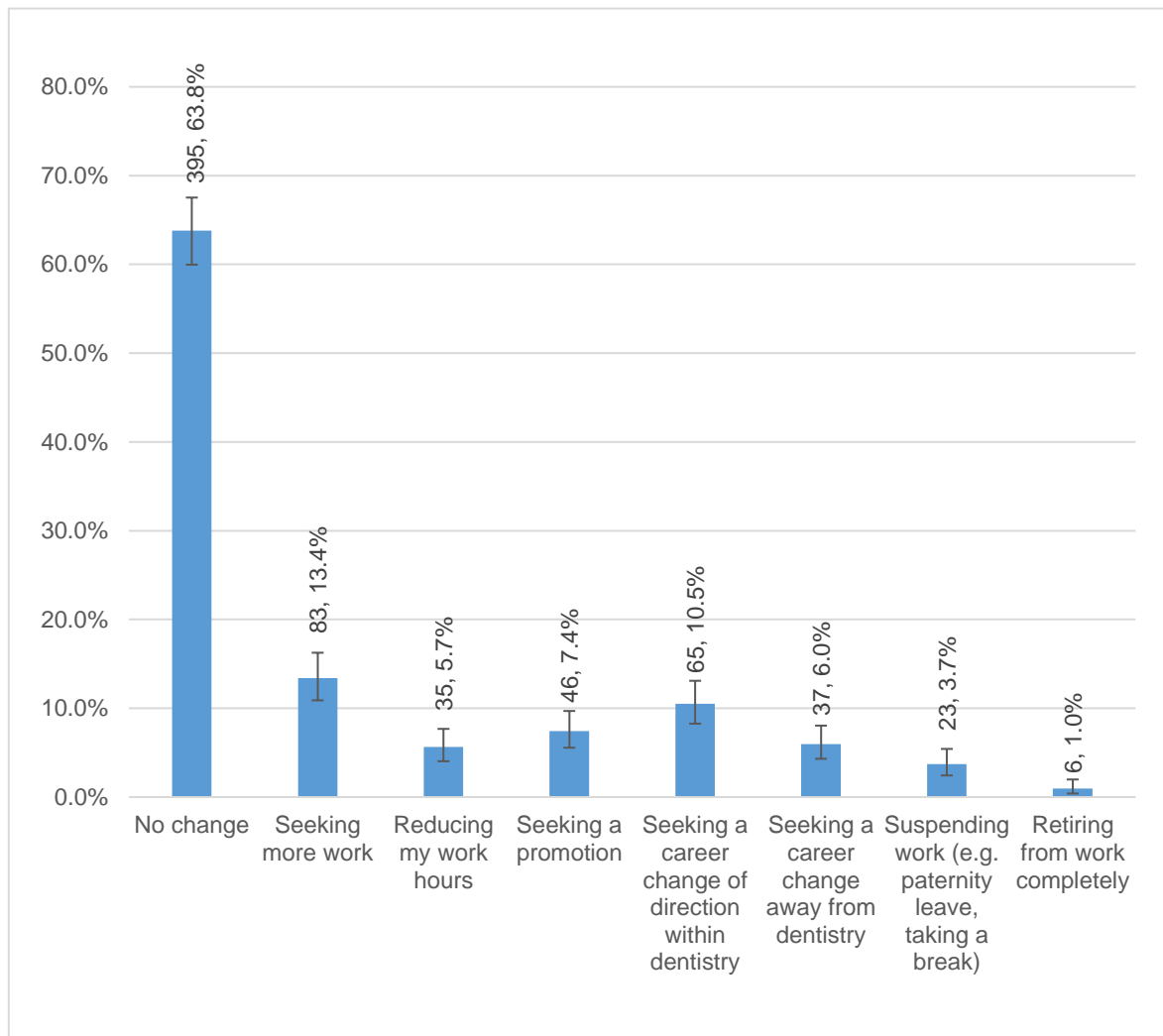
		Total	Pre-COVID-19	Post-COVID-19
		n	Median (95% CI)	Median (95% CI)
Total		619	52.5 (52.0 - 55.0)	53.0 (52.0 - 55.0)
Profession	OHT <sup>^</sup>	267	50.0 (50.0 - 53.0)	50.0 (50.0 - 53.5)
	DH	279	55.0 (55.0 - 58.0)	55.0 (55.0 - 59.0)
	DT	73	50.0 (50.0 - 55.0)	50.0 (50.0 - 55.0)
Age group (years)	<30	99	45.0 (45.0 - 48.0)	45.0 (45.0 - 48.0)
	30-39	192	52.8 (50.0 - 55.0)	53.2 (50.0 - 55.0)
	40-49	130	55.0 (54.0 - 58.0)	55.0 (54.0 - 59.0)
	50+	196	57.8 (55.0 - 59.5)	57.0 (55.0 - 59.5)
Gender	Female	591	52.5 (51.8 - 55.0)	53.0 (52.0 - 55.0)
	Male	28	52.0 (50.0 - 55.0)	53.0 (50.0 - 60.0)
State	VIC	116	55.0 (55.0 - 60.0)	55.0 (55.0 - 60.0)
	NSW	124	58.0 (54.8 - 60.0)	57.5 (54.4 - 60.0)
	QLD	122	54.1 (50.0 - 55.0)	54.0 (50.1 - 57.0)
	SA	144	48.0 (46.0 - 50.0)	48.0 (46.0 - 50.0)
	WA	77	52.2 (50.0 - 55.0)	51.5 (50.0 - 55.0)
	TAS	12	50.0 (47.2 - 61.0)	50.0 (47.2 - 65.0)
	ACT	15	55.0 (55.0 - 68.0)	55.0 (55.0 - 65.0)
	NT	8	50.0 (45.0 - 102.0)	57.0 (45.0 - 103.0)
Place of practice	Education	31	55.5 (54.0 - 65.0)	57.0 (54.0 - 65.0)
	Private general practice	389	52.5 (52.0 - 55.0)	53.0 (52.0 - 55.0)
	Government	120	45.0 (43.0 - 48.5)	46.3 (43.0 - 50.0)
	Specialist orthodontic	52	60.0 (59.0 - 65.0)	60.0 (60.0 - 65.0)
	Specialist periodontic	27	65.0 (65.0 - 70.0)	65.0 (65.0 - 70.0)
	Specialist paediatric	5	57.0 (54.0 - 65.0)	57.0 (54.0 - 65.0)

<sup>^</sup>Indicates differences pre- and post-COVID-19 through non-overlapping confidence intervals.

### 3.4 Career intentions

Figure 3.8 presents respondents' career intentions. Approximately 64% reported they had no intention to change their career, whereas between 6 and 13% reported their intention to seek more work, a promotion or a career change within or outside the dental field.

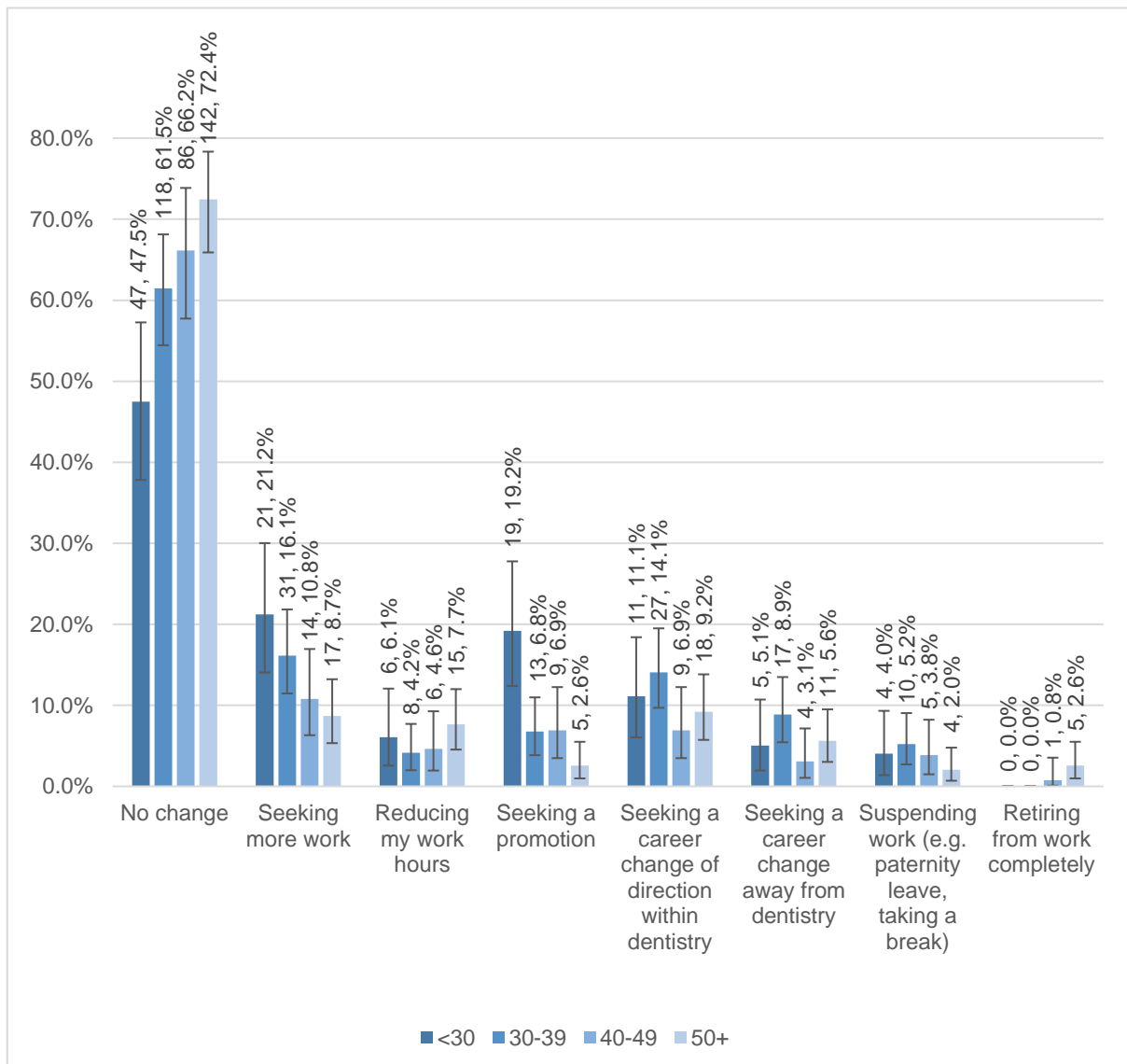
Figure 3.8 Respondents' career intentions within the next year† (n= 619).



† Respondents could select more than one career intention.

Figure 3.9 presents respondents' career intentions by age groups. Overall, the proportion of respondents reporting no intended career change increased for each of the increasing age groups. A higher proportion of respondents aged <30 years reported seeking more work hours than older age groups. There were no differences between career intention and gender.

Figure 3.9 Respondents' career intentions within the next year by age group (years)<sup>‡</sup> (n= 619).



<sup>‡</sup> Respondents could select more than one career intention.

## 4. Discussion of findings

### 4.1 General discussion

This report described the demographic and employment characteristics of a national sample of oral health professionals. Strengths of this report include the national sample of respondents. Convenience sampling used to recruit participants may limit the generalisability of the findings. The use of two national workforce associations to recruit participants limited sampling to individuals who were members, potentially limiting participation from oral health professionals that were not members.

### 4.2 Workforce characteristics

The finding in this report found differences between the demographics of OHT, DH and DTs. Demographic characteristics of this sample were similar to previous studies of Australian OHT, DH and DTs. Gender distributions of this study sample were comparable to Teusner et al. (2016) who reported a higher proportion of males (6%) amongst OHTs compared to DHs (3%) and DTs (2%).<sup>11</sup> Previous literature and data in this report continue to find a dominance of females amongst OHT and DHs despite training programs including males since the 1980's.<sup>14</sup> Historically, only females were permitted to undertake DT training programs which has influenced the number of males in this profession.<sup>6</sup>

The distribution of participants in older age groups increased amongst OHTs and DTs in this report compared to previous studies. Previous studies found over half of the OHT workforce were <30 years of age, compared to 32% <30 years and 38% 30-39 years of age in this sample.<sup>11,12</sup> This change in age distributions could be attributed to the decade between the studies, as well as stabilisation of recruitment and retention in the OHT workforce over time. A higher proportion of DTs were 50+ years of age compared to previous studies.<sup>11,12</sup> The lower proportion of younger DTs to previous studies is a result of the cessation of Dental Therapy training programs and the introduction of Bachelor of Oral Health programs in the early 2000's.<sup>15</sup>

The location of DH and DTs varied across the Australian states and territories. A higher proportion of DHs were located in SA compared to OHT and DTs. There were also fewer DHs in QLD and more DTs in WA when comparing location distribution amongst the professions. These patterns amongst location of OHT, DH and DTs were similar to national registration data at the time of recruitment.<sup>3</sup> Differences across the States and Territories and

workforce distributions can also be attributed to historical differences and availability of training programs. Western Australia was one of the last States to cease Dental Therapy training, with South Australia and Queensland continuing to be two of the few states with a Dental Hygiene program.

### 4.3 Employment characteristics

The employment profile for DH, DT and OHTs were indicative of a stable and utilised workforce. The majority of DH, DT and OHTs held one job currently. The number of jobs held concurrently, and hours worked weekly in this report were comparable with available previous studies.<sup>11</sup> Overall, most reported working between 20 and 39 hours per week. Differences in working hours between occupations, age groups and genders may be influenced by maternity and caring arrangements. Males and younger respondents had a higher proportion working full-time hours compared to females and older respondents respectively. This is comparable to reported dental workforce findings where higher proportions of women report working part-time.<sup>16</sup> Two thirds of DH, DT and OHTs reported part- or full-time employment, with few reporting casual or other employment types.

The characteristics of respondent's principal place of employment were indicative of the historical context to the occupations and in practice settings where the scope of these professions are often utilised. Historically DTs were employed in the public government dental sector, whereas DHs were employed in private dental practices.<sup>6-8</sup> Most DTs' scope of practice includes diagnosis and treatment in patients under 18 years of age.<sup>11,12</sup> The public dental sector in Australia provides a large portion of their services to children and employ DTs and OHTs as the providers for these services. Over two thirds of DHs were employed in private practice and higher proportions reported primary employment in specialist orthodontic and periodontal practice. The differences in employment characteristics are similar to previous studies and show utilisation of these occupations are appropriate for the respective scopes.<sup>11,12</sup> Ongoing investigation and reporting of employment characteristics are warranted as the DT workforce reduces and the OHT workforce begins to increase would be warranted in the future.

### 4.4 Changes to employment

Full-time equivalent income for all professions in this report remained stable across the 2018/2019 and 2019/2020 financial years. The median annual earnings reported across all

professions were \$92,700 and median hourly earnings were \$53 an hour. The Australian Bureau of Statistics reported the median hourly earnings in August 2020 to be \$50 an hour for occupations with a skill level 1.<sup>17</sup> OHTs reported a slightly lower annual and hourly wage than DT and DHs. This difference could be attributed to demographic differences between the occupations, with a higher proportion of OHTs in the younger age brackets and fewer years of clinical experience. Wages increased with age and years of practising, indicating that pay increases with experience. Respondents employed in education or specialist practices reported higher hourly earnings than those in private general practice and public sector employment. Whilst earning was stable across the financial years and the pandemic period, ongoing follow up of these professions over time is warranted to monitor hours worked and employee earnings.

Restrictions on dental practice during the COVID-19 pandemic resulted in some changes across employment for DT, DH and OHTs. There was a reduction in the proportion of respondents reporting two or more jobs following the pandemic, however this was not a substantial change and could be due to chance. There was however a higher proportion of respondents working <20 hours following the pandemic, indicating retention of employment but a reduction in hours due to restrictions. The number of hours worked weekly reduce similarly across the occupations, age groups and Australian States and Territories. However, Western Australia had a substantial increase in the average number of hours worked each week. The largest reduction in the median number of hours worked weekly was observed in the education and government sectors. These reductions demonstrate the effect of reduced demand and ability to undertake dental procedures during this time.

The DH, DT and OHT professions had stable career intentions with the majority reporting no intention to change their career in the following year. A higher proportion of respondents' aged <30 years reported seeking more work hours than older age groups. Previous studies have found higher proportions of the DH, DT and OHT professions intending to exit the occupation.<sup>11,12</sup> Approximately 10% of the respondents reported wanting to change careers outside of dentistry or suspend or retire from work completely.

#### 4.5 Summary and recommendations

The employment characteristics for DH, DT and OHTs were indicative of a stable and utilised workforce. The characteristics of respondent's principle place of employment were telling of the historical context to the occupations and in practice settings where the scope of these

professions are often utilised. DH, DT and OHTs are a valuable workforce to meet the oral health needs of the community. As the DT profession begins to be superseded by the OHT profession, workforce characteristics of OHTs may shift. This report provides a snapshot of the employment characteristics for these professions and ongoing monitoring and reporting is warranted.

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## 6. Appendix

### 6.1 Questionnaire

Question	Response
What is your current age?	Number in years.
What is your gender?	Male; Female.
What is your current AHPRA dental practitioner registration? (please select all those applicable)	Oral health therapist; Dental Hygienist; Dental Therapist; Other.
What is the location of your principal place of work?	VIC; NSW; QLD; SA; WA; TAS; ACT; NT.
How many years of experience do you have practising as an Australian registered dental practitioner?	Number in years.
What is your career intention over the next 6 months? (select all that apply)	No change; Seeking more work; Reducing my work hours; Seeking a promotion; Seeking a career change within dentistry; Seeking a career change from dentistry; Suspending work (ie. paternity leave); Retiring from work completely; Further study.
Across all your paid dentistry related jobs, what was your total annual income reported as at 30 June 2019 (previous financial year)?	Number.
Across all your paid dentistry related jobs, what was your total annual income reported as at 30 June 2020 (last financial year)?	Number.
<b>Primary place of employment</b>	
What is the practice sector of your principal employment? (select all that apply)	Education (TAFE, Universities etc); General dental practice private; Government (Commonwealth and state, including public dental services and hospitals); Specialist orthodontics; Specialist periodontics; Specialist paediatrics; Other (please specify).
Are you receiving 9.5% compulsory superannuation paid for by your employer?	No; Yes.
Do you receive other additional employment benefits (from your principal employment) other than direct work-	No; Salary sacrifice arrangement; Employer payment for your personal expenses (e.g. CPD, conferences, PI

related expenses reimbursements? (select all that apply)	insurance, professional membership fees); Employer contributed superannuation above mandatory 9.5%; Additional paid leave (e.g. for study, conference attendance or top up parental leave); Other.
How many hours of unpaid work would you be doing for your employer each week (e.g overtime at the workplace, work at home, or unpaid compulsory training or staff meetings).	Number in hours.
<b>Secondary place of employment</b>	
What is the practice sector of your principal employment? (select all that apply)	Education (TAFE, Universities etc); General dental practice private; Government (Commonwealth and state, including public dental services and hospitals); Specialist orthodontics; Specialist periodontics; Specialist paediatrics; Other (please specify).
Are you receiving 9.5% compulsory superannuation paid for by your employer?	No; Yes.
Do you receive other additional employment benefits (from your principal employment) other than direct work-related expenses reimbursements? (select all that apply)	No; Salary sacrifice arrangement; Employer payment for your personal expenses (e.g. CPD, conferences, PI insurance, professional membership fees); Employer contributed superannuation above mandatory 9.5%; Additional paid leave (e.g. for study, conference attendance or top up parental leave); Other.
How many hours of unpaid work would you be doing for your employer each week (e.g overtime at the workplace, work at home, or unpaid compulsory training or staff meetings).	Number in hours.
<b>Prior to COVID-19: March 2020</b>	
Prior to COVID-19, how many paid dentistry related jobs did you regularly work in concurrently?	None; One; Two; Three; Four of more.
What was your pre-COVID-19 dentistry employment status? (select all that apply)	Business owner; Self-employed; Employee permanent full-time;

	Employee permanent part-time; Employee casual; Employee fixed term contract; Locum; Unemployed; Other (please specify).
Across all your paid dentistry related jobs, what were your estimated hours worked per week pre-COVID-19?	Number in hours.
What was your estimated hourly rate pre-COVID-19 (excluding 9.5% compulsory superannuation contributed by employer)?	Number in dollars.
<b>Post COVID-19 restrictions: August 2020</b>	
At the moment (or when dental restrictions eased post COVID-19), how many paid dentistry related jobs do you expect to regularly work concurrently?	None; One; Two; Three; Four of more.
What is your post-COVID-19 dentistry employment status? (select all that apply)	Business owner; Self-employed; Employee permanent full-time; Employee permanent part-time; Employee casual; Employee fixed term contract; Locum; Unemployed; Other (please specify).
Across all your paid dentistry related jobs, what will be your estimated hours worked per week post-COVID-19?	Number in hours.
What is your estimated hourly rate post-COVID-19 (excluding 9.5% compulsory superannuation contributed by employer)?	Number in dollars.

## 6.2 Respondents' usual number of hours worked by demographic characteristics.

		< 20		20 - 29		30 - 39		40 hour or more	
		n	% (95% CI)	n	% (95% CI)	n	% (95% CI)	n	% (95% CI)
Gender	Female	114	19.5 (16.4 - 22.8)	153	*26.1 (22.7 - 29.8)	242	*41.3 (37.4 - 45.3)	77	13.1 (10.6 - 16.1)
	Male	2	7.1 (1.5 - 21.0)	1	*3.6 (0.4 - 15.5)	19	*67.9 (49.5 - 82.8)	6	21.4 (9.5 - 38.9)
Age group (years)	<30	7	7.1 (3.3 - 13.5)	8	8.2 (3.9 - 14.8)	63	*64.3 (54.5 - 73.2)	20	20.4 (13.4 - 29.2)
	30-39	47	24.7 (19.0 - 31.2)	46	24.2 (18.5 - 30.7)	75	*39.5 (32.7 - 46.5)	22	11.6 (7.6 - 16.7)
	40-49	26	20.2 (13.9 - 27.7)	42	32.6 (24.9 - 41.0)	42	*32.6 (24.9 - 41.0)	19	14.7 (9.4 - 21.6)
	50+	36	18.5 (13.5 - 24.3)	57	29.2 (23.2 - 35.9)	81	*41.5 (34.8 - 48.5)	21	10.8 (7.0 - 15.7)
State	VIC	24	21.1 (14.4 - 29.2)	30	26.3 (18.9 - 34.9)	44	38.6 (30.0 - 47.7)	16	14.0 (8.6 - 21.3)
	NSW	27	22.0 (15.3 - 29.9)	33	26.8 (19.6 - 35.1)	43	35.0 (27.0 - 43.7)	20	16.3 (10.6 - 23.5)
	QLD	15	12.3 (7.4 - 19.0)	30	24.6 (17.6 - 32.8)	57	46.7 (38.0 - 55.6)	20	16.4 (10.6 - 23.7)
	SA	29	20.4 (14.4 - 27.6)	35	24.6 (18.1 - 32.2)	67	47.2 (39.1 - 55.4)	11	7.7 (4.2 - 13.0)
	WA	16	20.8 (12.9 - 30.8)	19	24.7 (16.1 - 35.1)	31	40.3 (29.8 - 51.4)	11	14.3 (7.8 - 23.4)
	TAS	1	8.3 (0.9 - 32.8)	3	25.0 (7.6 - 52.9)	6	50.0 (24.3 - 75.7)	2	16.7 (3.6 - 43.6)
	ACT	3	20.0 (6.0 - 44.4)	4	26.7 (9.7 - 51.7)	7	46.7 (23.9 - 70.6)	1	6.7 (0.7 - 27.2)
	NT	1	12.5 (1.4 - 45.4)	0	0.0 (0.0 - 0.1)	5	62.5 (29.5 - 88.1)	2	25.0 (5.6 - 59.2)
Years practicing	<10		15.2		14.3		51.5		19.0
	10-19	36	(11.1 - 20.2)	34	(10.3 - 19.2)	122	(45.1 - 57.8)	45	(14.4 - 24.3)
	20-29	40	23.7 (17.7 - 30.5)	55	32.5 (25.8 - 39.9)	60	35.5 (28.6 - 42.9)	14	8.3 (4.8 - 13.2)
	30+	18	20.5 (13.1 - 29.8)	28	31.8 (22.8 - 42.0)	35	39.8 (30.0 - 50.2)	7	8.0 (3.6 - 15.0)
		21	18.3 (12.0 - 26.1)	37	32.2 (24.2 - 41.1)	41	35.7 (27.3 - 44.7)	16	13.9 (8.5 - 21.1)

\*Indicates differences between rows through non-overlapping confidence intervals.

### 6.3 Respondents' employed full and part-time by demographic characteristics.

		Full-time		Part-time	
		n	% (95% CI)	n	% (95% CI)
Gender	Female	135	22.8 (19.6 - 26.4)	309	52.3 (48.3 - 56.3)
	Male	13	46.4 (29.1 - 64.5)	7	25.0 (11.9 - 42.9)
Age group (years)	<30	48	48.5 (38.8 - 58.3)	31	31.3 (22.8 - 40.9)
	30-39	33	17.2 (12.4 - 23.0)	103	53.6 (46.6 - 60.6)
	40-49	27	20.8 (14.5 - 28.3)	66	50.8 (42.2 - 59.3)
	50+	40	20.4 (15.2 - 26.5)	115	58.7 (51.7 - 65.4)
	State	VIC	26	22.4 (15.6 - 30.6)	75
	NSW	31	25.0 (18.0 - 33.1)	55	44.4 (35.8 - 53.1)
	QLD	40	32.8 (24.9 - 41.4)	43	35.2 (27.2 - 44.0)
	SA	24	16.7 (11.3 - 23.4)	76	52.8 (44.6 - 60.8)
	WA	16	20.8 (12.9 - 30.8)	47	61.0 (49.9 - 71.4)
	TAS	3	25.0 (7.6 - 52.9)	8	66.7 (38.8 - 87.5)
	ACT	3	20.0 (6.0 - 44.4)	9	60.0 (35.3 - 81.2)
	NT	5	62.5 (29.5 - 88.1)	2	25.0 (5.6 - 59.2)
Years practicing	<10	84	35.0 (29.2 - 41.2)	97	40.4 (34.4 - 46.7)
	10-19.	21	12.4 (8.1 - 18.0)	96	56.8 (49.3 - 64.1)
	20-29	18	20.2 (12.9 - 29.4)	54	60.7 (50.3 - 70.3)
	30+	23	19.8 (13.4 - 27.8)	67	57.8 (48.7 - 66.5)

*\*Indicates differences between rows through non-overlapping confidence intervals.*

## 6.4 Median Full-Time Equivalent (FTE) income by demographic characteristics.

		Median	Range	(95% CI Median)
Gender	Female	92,678	241,071	(89,803 – 94,737)
	Male	94,000	130,625	(84,727 – 99,609)
Age group (years)	<30	*75,000	152,083	(72,039 – 80,921)
	30-39	*93,056	172,500	(88,929 – 96,591)
	40-49	*96,563	241,071	(89,063 – 102,309)
	50+	*100,000	229,533	(97,826 – 105,000)
State	VIC	95,025	229,643	(85,169 – 105,469)
	NSW	92,292	172,390	(88,176 – 100,000)
	QLD	*94,737	241,071	(92,813 – 98,684)
	SA	*87,891	190,000	(82,500 – 91,875)
	WA	*87,500	125,512	(83,218 – 98,663)
	TAS	*92,133	77,131	(75,000 – 94,865)
	ACT	*106,579	64,611	(100,962 – 123,438)
Years practicing	NT	*82,292	37,007	(80,921 – 102,632)
	<10	*78,947	162,500	(75,000 – 85,227)
	10-19	*100,000	24,1071	(96,196 – 108,553)
	20-29	*100,000	16,7500	(96,029 – 102,632)
	30+	*100,000	208,549	(98,214 – 106,731)

\*Indicates differences between columns through non-overlapping confidence intervals.