

Dental Hygiene Compensation Program

Purpose

Our Dental Hygiene Compensation Program is designed to reward providers who deliver comprehensive, ethical, patient-centered care. The goal is to encourage excellence in clinical diagnosis, patient education, disease prevention, and treatment while supporting the long-term health of our patients and practice.

Compensation is based on providing appropriate care that exceeds the standard of care while maintaining the highest ethical standards established by the Board of Dentistry.

How the Compensation Formula Works

Dental Hygienists receive:

- A competitive guaranteed hourly wage
- Additional compensation when production exceeds an established breakeven point

Breakeven Point

The breakeven point is calculated as:

Compensation + Benefits × 3

This formula reflects the financial realities of operating a successful dental practice:

- 1/3 supports provider wages and benefits
- 1/3 supports practice operating expenses
- 1/3 supports reinvestment, growth, and profitability

When a provider's adjusted production exceeds their breakeven point, they become eligible for additional compensation.

Factors That Influence Success

Dental Hygiene profitability is primarily influenced by:

- Comprehensive patient care
- Effective scheduling practices
- Minimizing unproductive time
- Accurate diagnosis and treatment planning
- Strong patient communication and case acceptance

Compensation opportunities naturally increase through fee schedule updates, expanded scope of practice, reduced write-offs, and comprehensive care delivery.

Program Guidelines

Ethics First

All treatment recommendations must be based solely on clinical findings, patient needs, and professional standards. Production goals must never influence treatment planning decisions.

Production Accountability

Production adjustments may occur for services written off due to:

- Insufficient documentation
- Billing errors
- Failure to follow established practice protocols

Providers are not responsible for patient collection failures on services properly rendered.

Continuity of Care

Whenever possible, patients should continue treatment with their established Dental Hygienist to promote consistency, trust, and optimal clinical outcomes.

Teamwork Expectations

This compensation model is designed to reward performance while maintaining a collaborative team environment. Providers are expected to support fellow team members and contribute to overall practice success.

Product Recommendations

Patient products recommended as part of preventive care may contribute to production when aligned with practice protocols and patient needs.

Clinical Coaching

The practice is committed to ongoing professional development. Clinical coaching and mentorship opportunities are available to help providers expand their skills, improve patient outcomes, and maximize earning potential.

PTO & Payroll

- Guaranteed wages are paid through regular payroll.
- Additional compensation is calculated and paid separately.
- PTO is paid based on the provider's most recent earned hourly compensation rate, never falling below their guaranteed base wage.

Our Commitment

We believe the most successful Dental Hygienists are those who combine exceptional clinical care, patient advocacy, ethical treatment planning, and a commitment to lifelong learning. This compensation model is designed to recognize and reward those contributions while supporting the health of our patients and the growth of our practice.

To learn more about successful implementation reach out to hello@dentalconsultingco.com