

# British Association of Dental Nurses®

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®

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## BADN SALARY SURVEY 2020

### 1. General

1.1 The on-line survey was conducted between October and December 2020. Those respondents who had not been working as a dental nurse during the tax year April 2019 – April 2020 were directed to the end of the survey, leaving 1265 respondents to reply to the rest of the questions; 99% of respondents were female.

1.2 Of the remaining respondents, 59% had been working as a dental nurse for over 10 years (36% for more than 20 years), and 30% had worked for the same primary employer for more than 10 years (10% for more than 20 years):

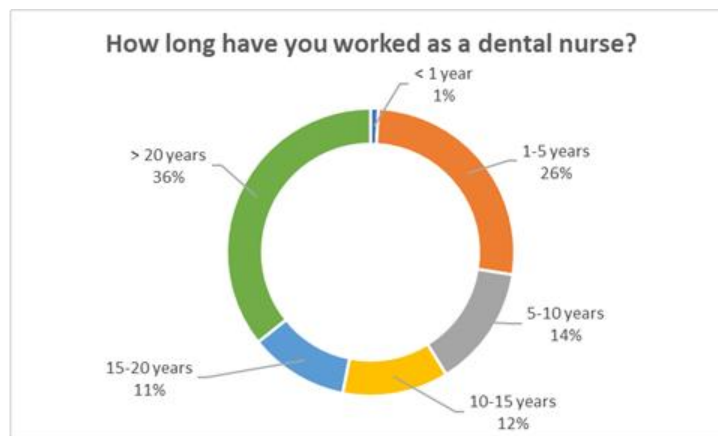


Figure 1

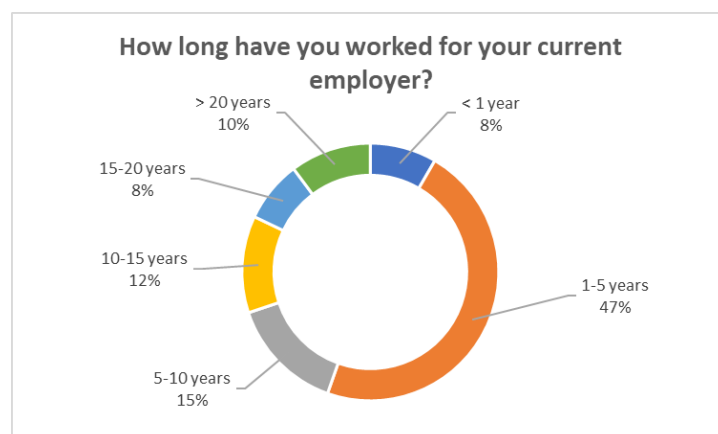


Figure 2

1.3 8% of respondents had not been provided with a written contract of employment by their employer.

1.4 The majority of respondents worked in General Practice:

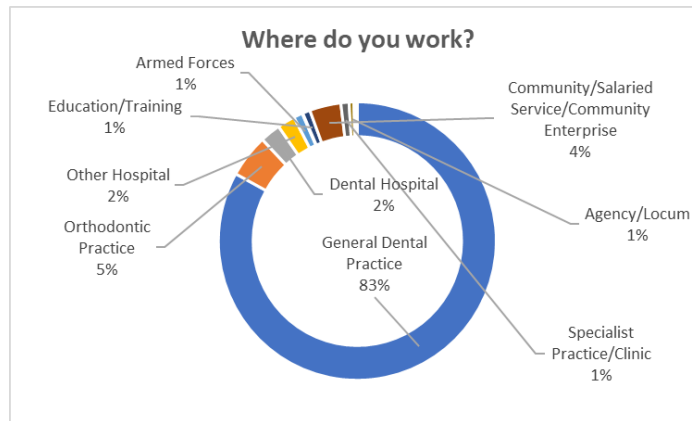


Figure 3

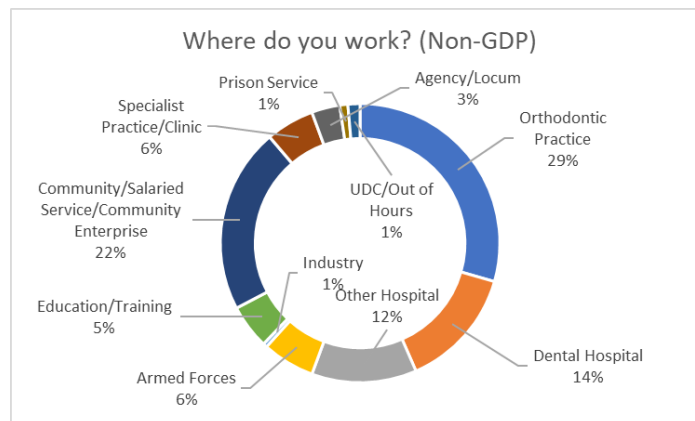


Figure 4

1.5 The majority of respondents described themselves as “dental nurse” or “dental nurse with extended duties with fewer than 1% (not shown on diagram) describing themselves as “locum dental nurse” or “other”:

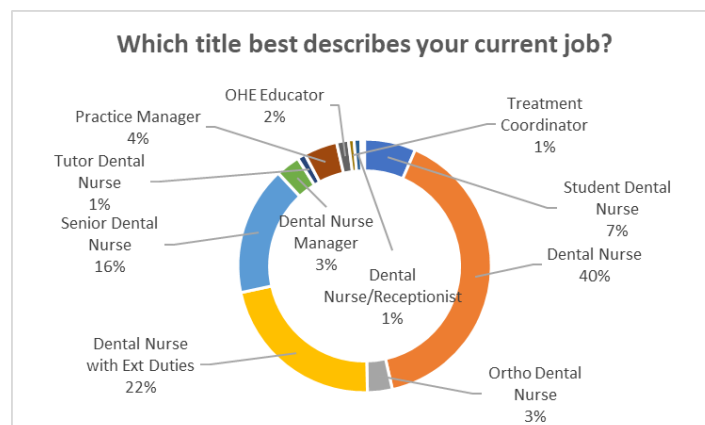


Figure 5

1.6 Only 1% of respondents were under 20 years of age, or 60-65 years of age. (Fewer than 1% - not shown on diagram - were over 65).

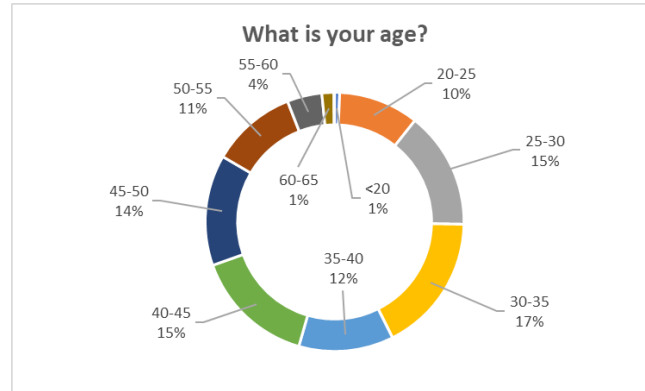


Figure 6

1.7 99% of respondents were female with less than 1% each male, identify as other, or prefer not to say.

1.8 The majority of respondents were living with a partner and children:

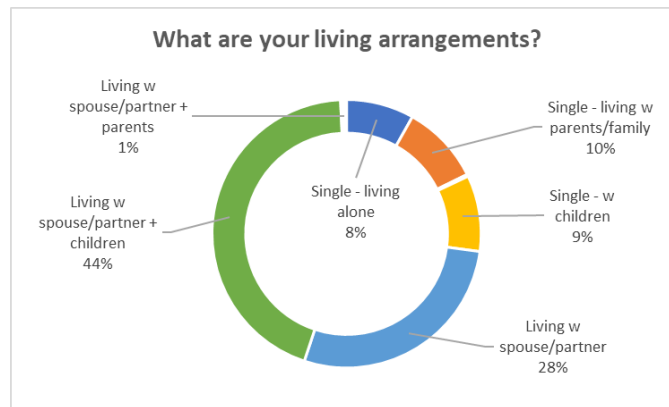


Figure 7

(fewer than 1% each – not shown on diagram) were single living with elderly dependants, living with friends, living in student housing)

and nearly a third (31%) were the primary earner in the household (vs 23% in 2013).

## 2. Working Conditions and Salaries

2.1 Just under two-thirds of respondents worked more than 35 hours per week:

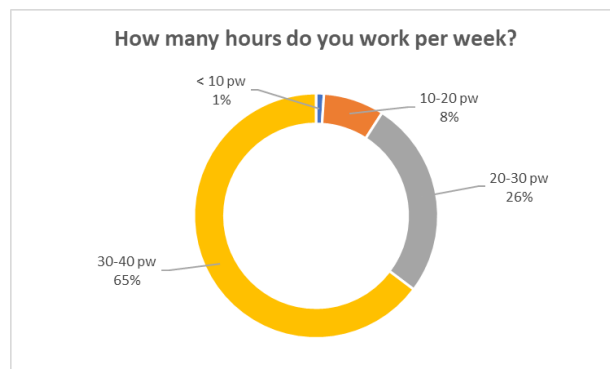


Figure 8

2.2 More than three-quarters had their pay calculated per hour:

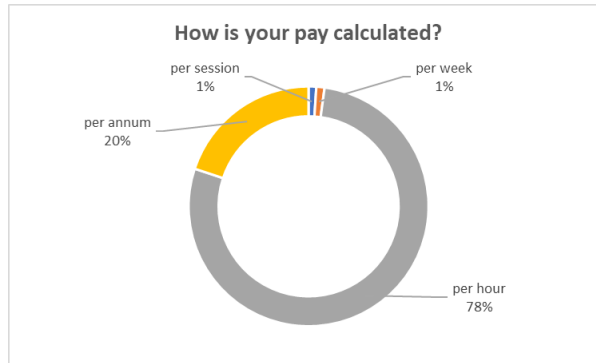


Figure 9

with the majority paid monthly:

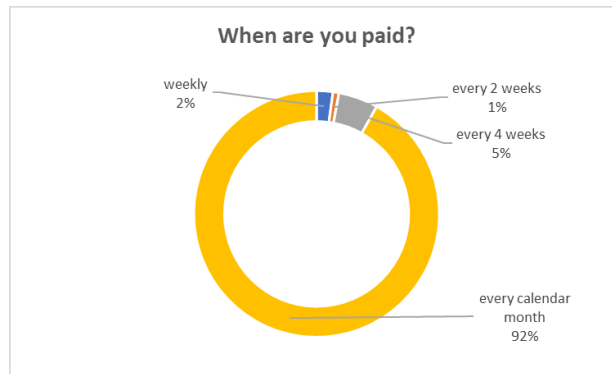


Figure 10

and directly into their bank account, with less than 1% still being paid by cheque and none at all in cash.

2.3 The majority of respondents earned between £10,000 and £20,000:

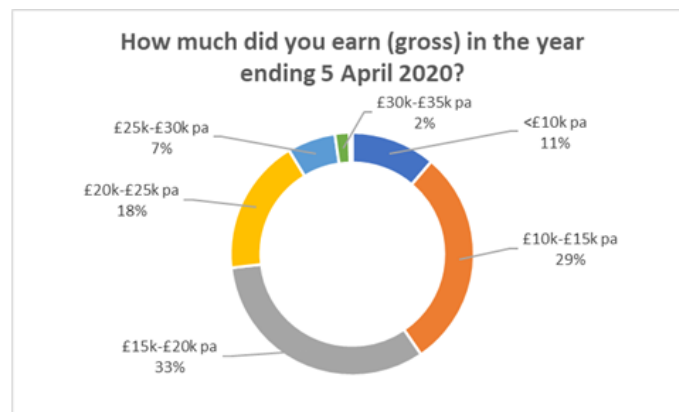


Figure 11

2.4 More than half of respondents (55%) had to pay all (51%) or part (4%) of their GDC registration fee (see Figure 12); nearly three quarters (71%) all (50%) or part (21%) of their CPD costs (see Figure 13 below); 87% were not allowed paid protected time off to complete their CPD requirements; and, of those who were BADN members, 91% had to pay their own BADN membership fee.

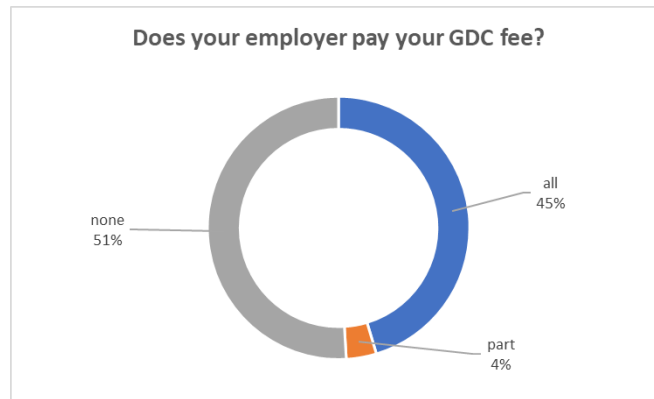


Figure 12

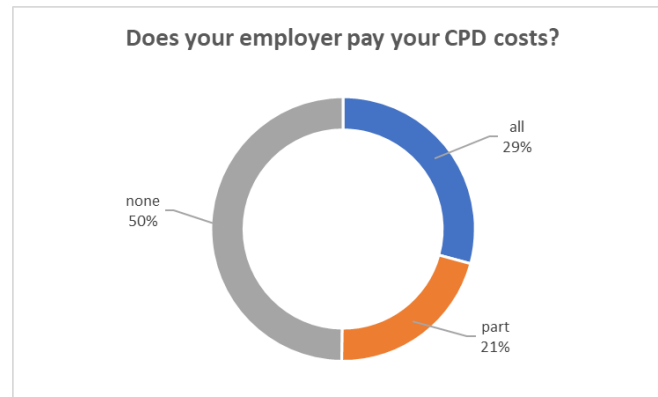


Figure 13

2.5 Hardly any (17%) of primary employers provided other staff benefits such as health insurance, childcare costs, etc (SSP, maternity leave, paid holiday, etc are NOT employee benefits – they are a legal requirement!). Those who did receive employee benefits cited paid annual leave, paid maternity leave, pension scheme, parental leave – all of which are legal requirements, not employee benefits! Others cited being paid for overtime worked, or sick pay (in addition to SSP), uniforms provided, tea/coffee provided, paid time off to attend medical appointments – all of which would be considered, outside dentistry, to be standard provision, not an employee benefit. Others cited:

- Free dental treatment (11 participants)
- Perkbox (2 participants)
- Bonus scheme (9 participants)
- Health insurance (6 participants)
- Paid day off for birthday (4 participants), family wedding/graduation (1 each)
- £50 bonus on birthday (1 participant)
- Extra day's holiday after 5 years employment (1 participant)
- Extra holiday after 10 years employment (1 participant)
- Christmas night out (1 participant)
- Paid holiday between Christmas and New Year (1 participant)
- Childcare voucher (1 participant)
- Spa days, yoga, gym memberships (4 participants)

### 3. Professional Indemnity Cover

3.1 Worryingly, 2% of respondents who are GDC registered are working without indemnity cover, and 5% don't know where they get their cover. More than half rely on their employers' indemnity cover; other providers cited are DP, DDU, MIAB and Towergate.

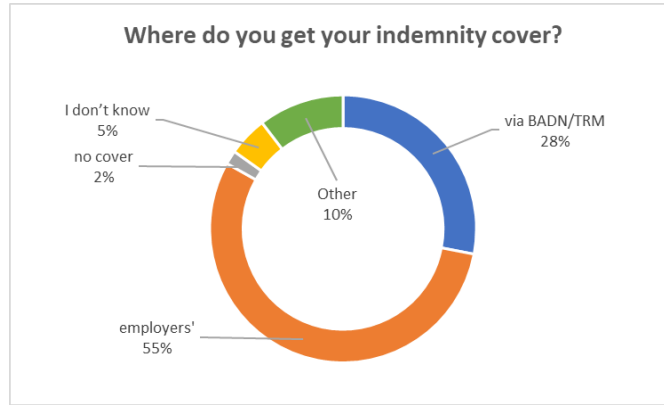


Figure 14

#### 4. Second Job

4.1 16% of respondents have a second job:

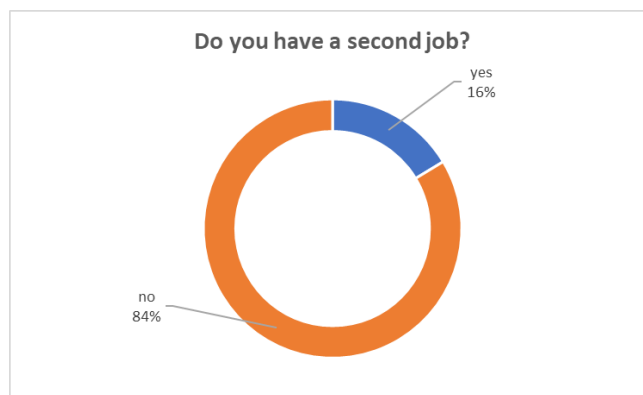


Figure 15

4.2 Of those, nearly half (48%) say it is necessary to meet their basic living costs, a third (35%) to provide a better standard of living and 10% to pass on their skills. Other reasons include additional experience, and to help out during lockdown.

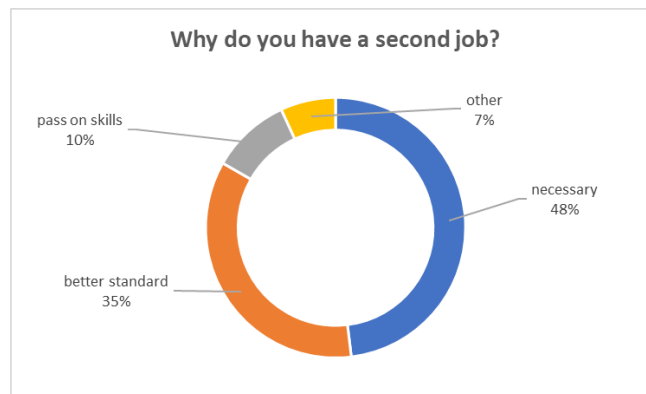


Figure 16

#### 5. During Lockdown

5.1 Of those furloughed during 2020, 70% received 80% of their normal salary:

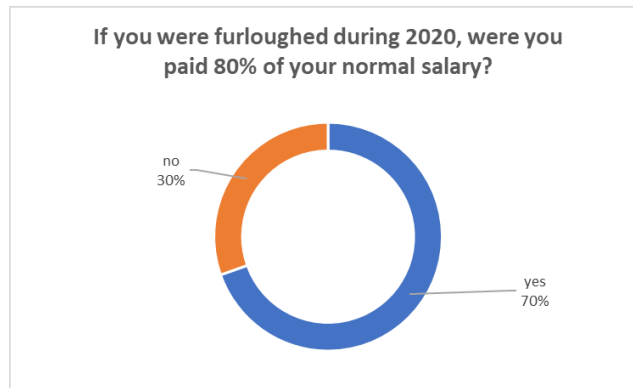


Figure 17

5.2 Of those furloughed staff who did not receive 80%: 53% received their full salary, another 20% received 80-99% of their normal salary (ie employers were making up salary themselves in addition to furlough payments received). However, 27% received less than the 80% paid to employers for furloughed staff, with 14% receiving nothing at all.

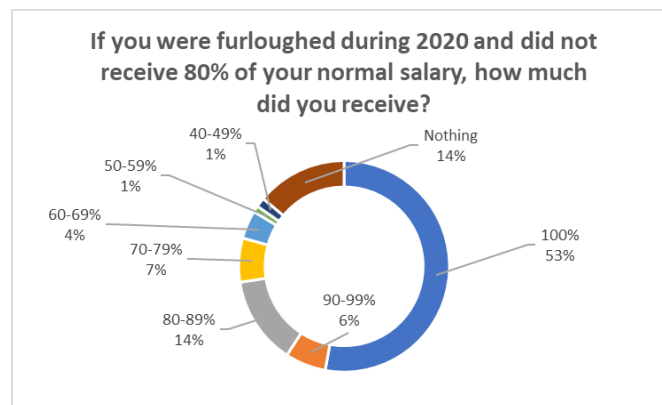


Figure 18

## 6. Summary

6.1 The majority of respondents had been working as a dental nurse for more than 10 years and just under a third had worked for the same employer for more than 10 years. 83% worked in General Dental Practice; the majority described themselves as dental nurse (40%), senior dental nurse (16%) or dental nurse with extended duties (22%).

6.2 Two thirds of respondents worked full time. Just under half (42%) earned between £10k and £20k per year. From this salary, more than half had to pay their own GDC registration fee and their CPD costs. 87% were denied paid time off to complete their CPD requirements and, of those who are BADN members, 91% paid their own membership fees.

6.3 Only 17% of employers provided any actual staff benefits – several respondents had been led to believe that paid annual leave, paid maternity leave, being paid for overtime worked, parental leave, pension schemes, were benefits provided by their employer, when these are in fact legal requirements.

6.4 More than half of respondents rely on their employers' indemnity cover; 5% don't know where they get their cover; and 2% are registered but working without cover.

6.5 Nearly a fifth of respondents (16%) have a second job; nearly half of these say a second job is necessary to meet their basic living costs.

6.6 Of those furloughed during 2020, 27% were paid less than the statutory 80% of their salary by their employer; and 14% of those furloughed were not paid at all.

7. Comparison to 2013 Salary Survey

7.1 How long have you worked as a dental nurse? How long have you worked for your current employer?

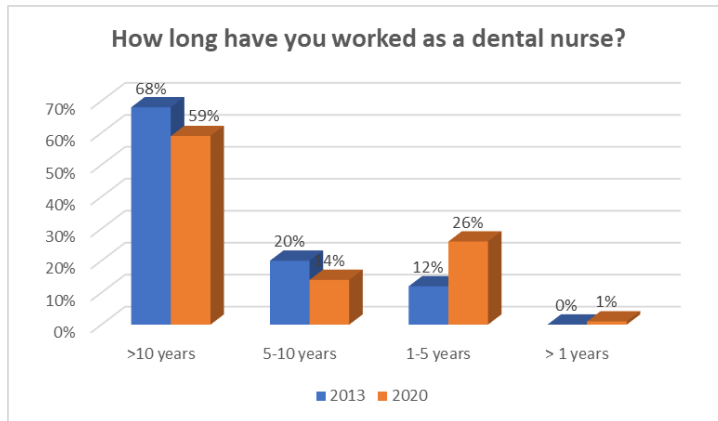


Figure 19

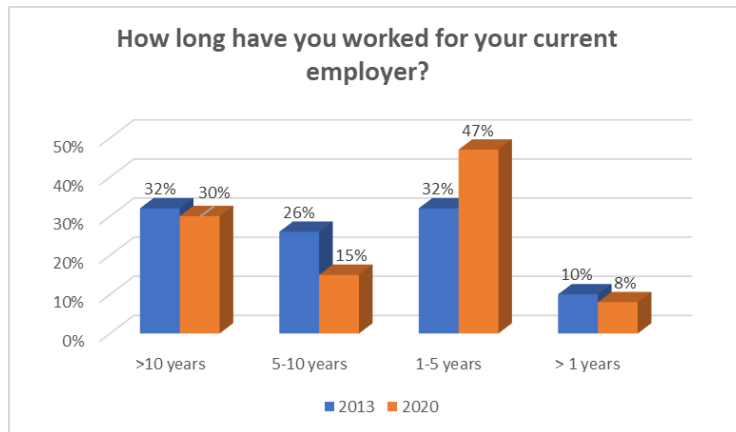


Figure 20

7.2 In 2013, 9% of respondents had not been provided with a written contract of employment by their employer; in 2020 8% of respondents.

7.3 Place of Work/Job Description

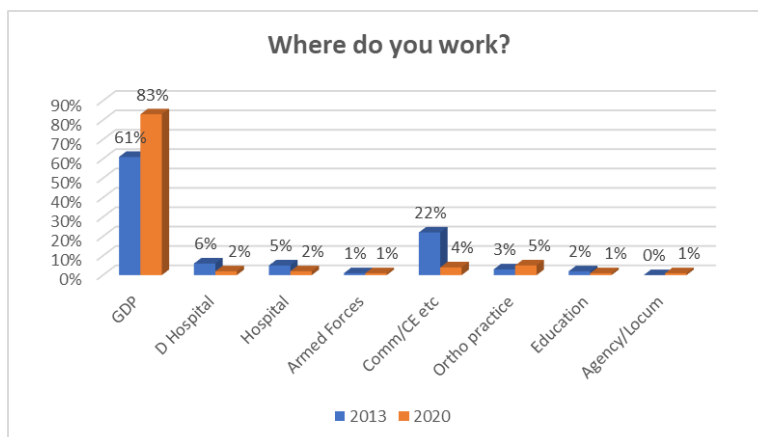


Figure 21



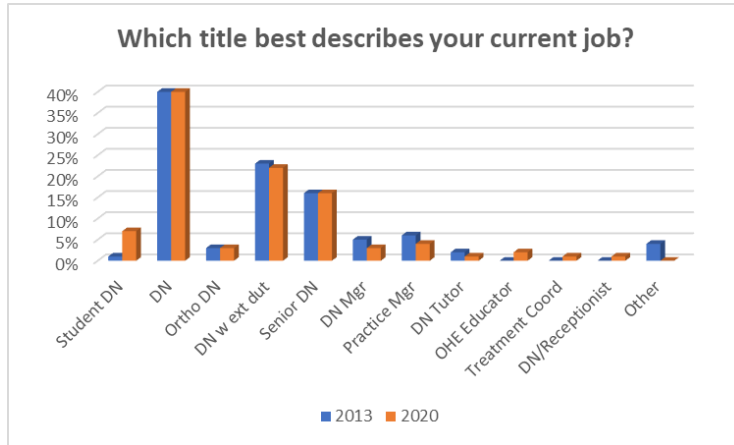


Figure 22

7.4 Living Arrangements

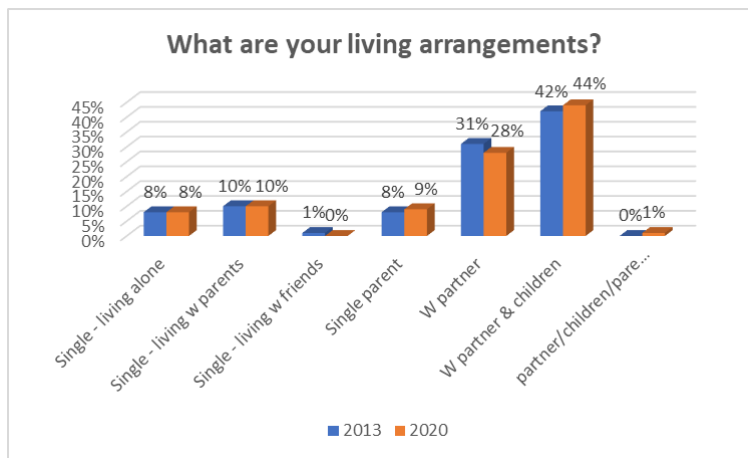


Figure 23

7.5 Working hours

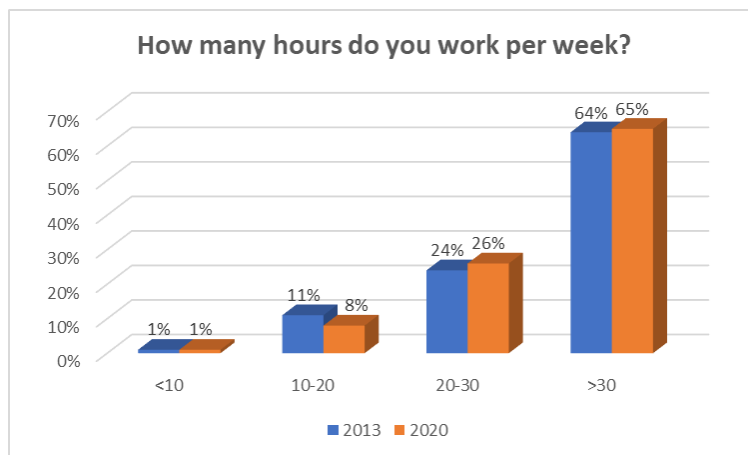


Figure 24

7.6 Salaries

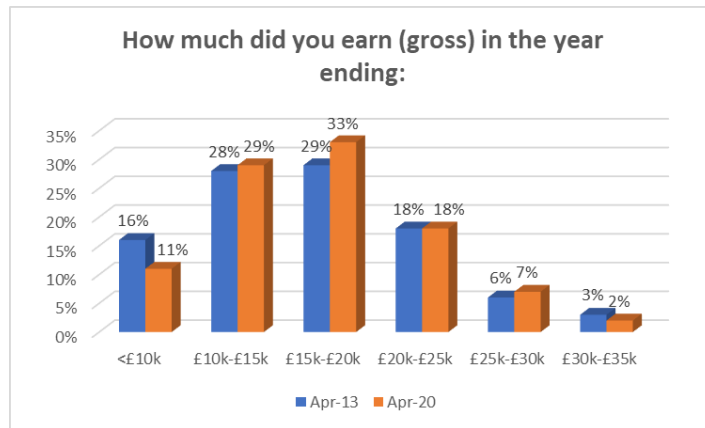


Figure 25

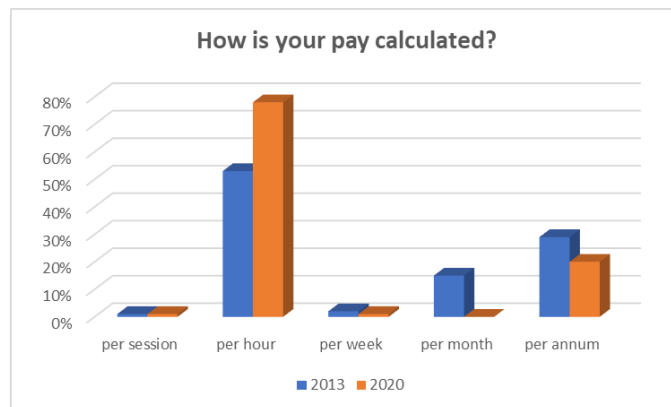


Figure 26

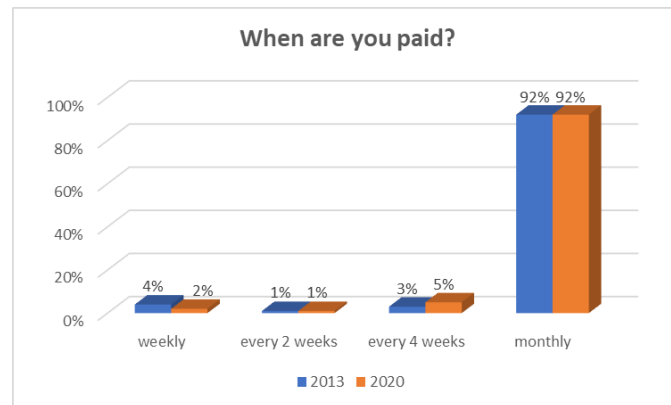


Figure 27

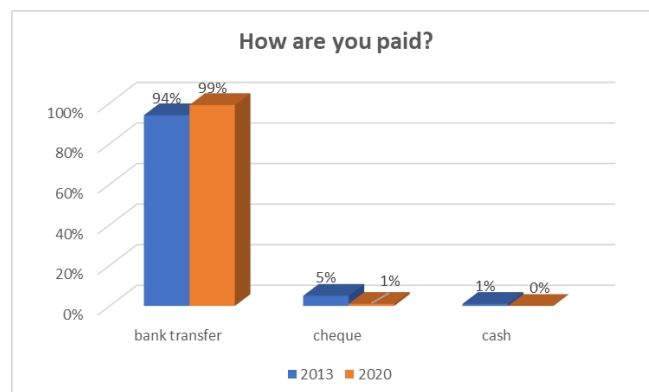


Figure 28

7.7 GDC/CPD costs



Figure 29

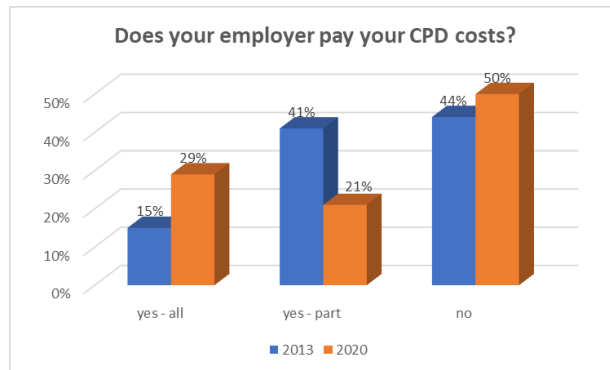


Figure 30

7.8 Professional Indemnity Cover

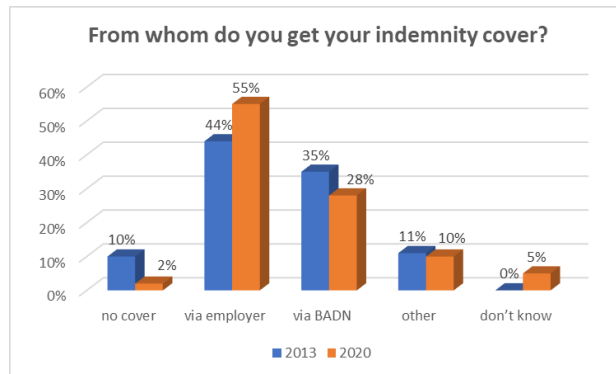


Figure 31

7.9 Second Job – in both surveys, 16% of respondents had a second job.

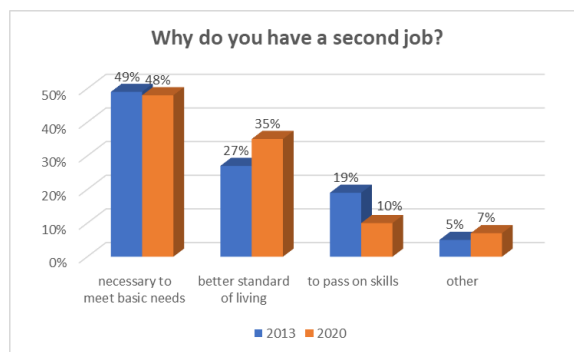


Figure 32