

# Recruitment insights report

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## 2023

**Report detailing Associates,  
EU Dentists and Non-EU Dentists'  
requirements when searching for a job.**

Information gathered from 630 associates between January and June 2023



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**The field of dentistry in the UK is currently facing a myriad of challenges, with one of the most pressing issues being the shortage of staff.**

The scarcity of skilled dental professionals has reached alarming levels, leading to a strain on the healthcare system and patient care.

The ratio of current dental vacancies to the number of candidates has led dental professionals to become more selective about the jobs they accept, as well as an increase in Locum Associates.

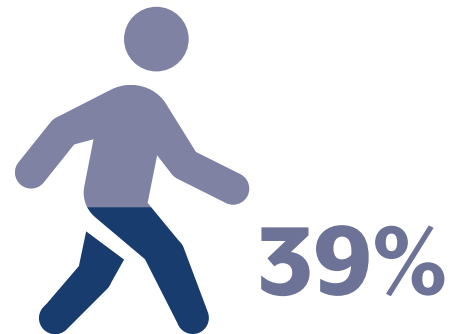
**We have created this insights report to empower practices to meet potential candidates' requirements, as well as ensuring the retention of your current dental workforce.**

# The current dental industry trends

Below are examples of how the current dental climate is affecting professionals today.



According to the BDA, official data shows real incomes for typical dentists have **fallen by up to 40%** in the last 10 years.



Nearly **4 in 10 (39%)** said they were likely to retire or leave practice in the next 5 years.



**Just over half (52%)** said they had reduced their hours to cope with workplace pressures.

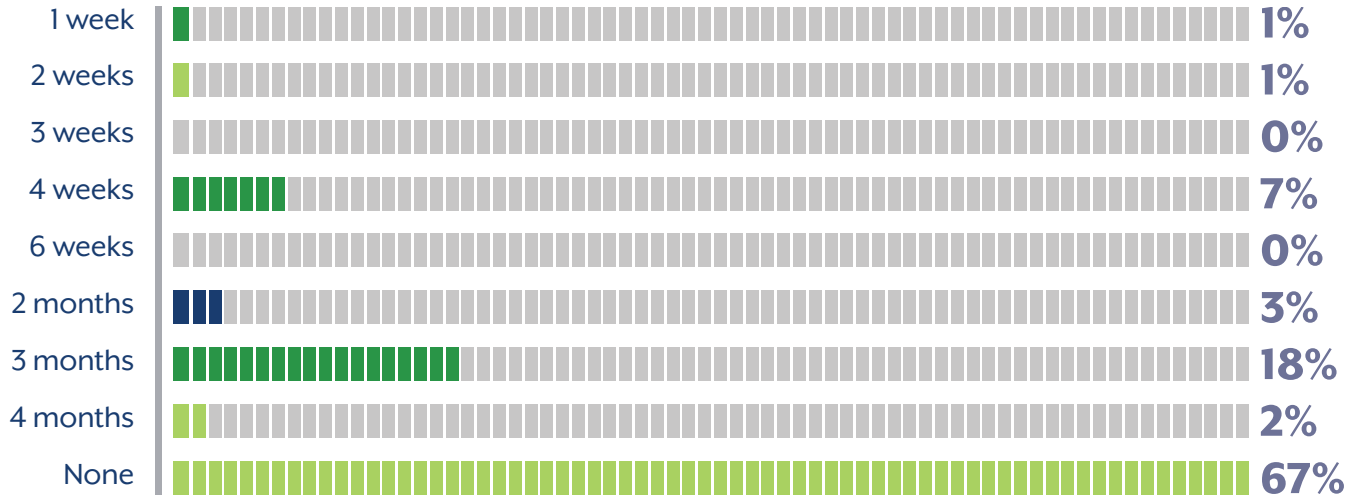


The government are **increasing dentistry training places by 40%** by 2031/32.



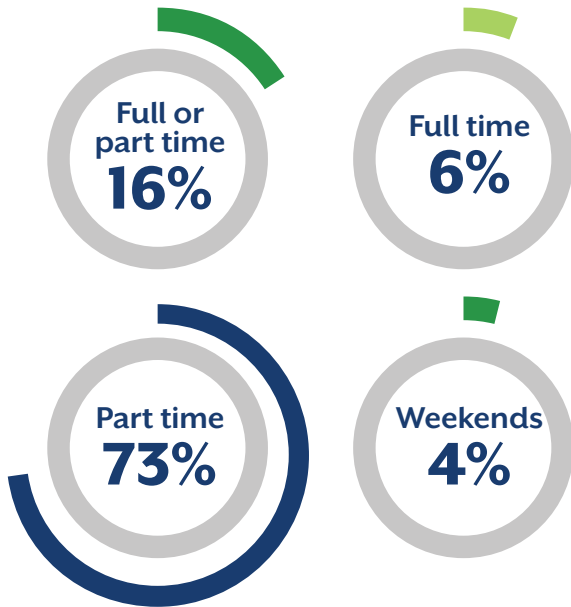
In support of this, it will **increase training places** for dental therapy and hygiene professionals **by 28%** by 2028/29.

## Associate notice period

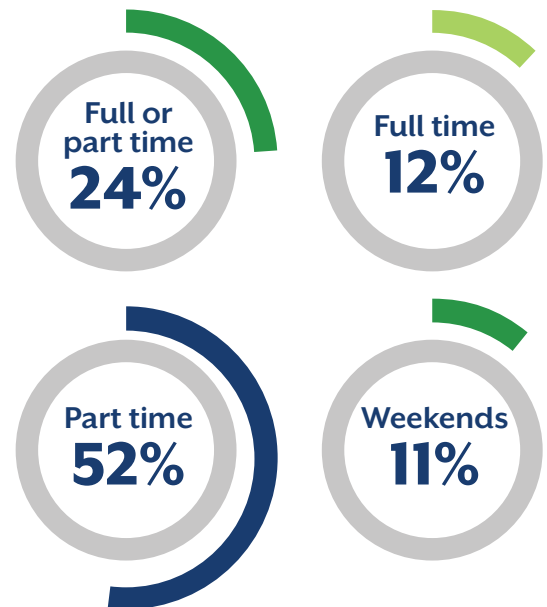


## Associate hours preferred

2022



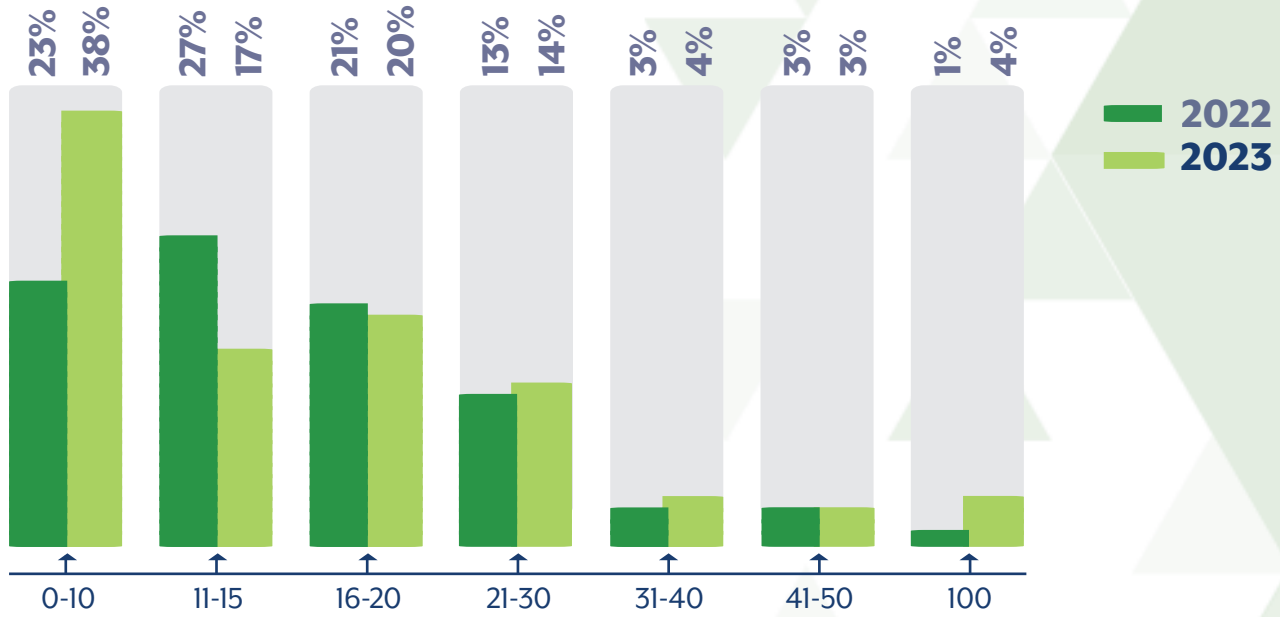
2023



**We can breakdown the part time hours to:**

**1 day = 39%      2 days = 37%      3 days = 25%**

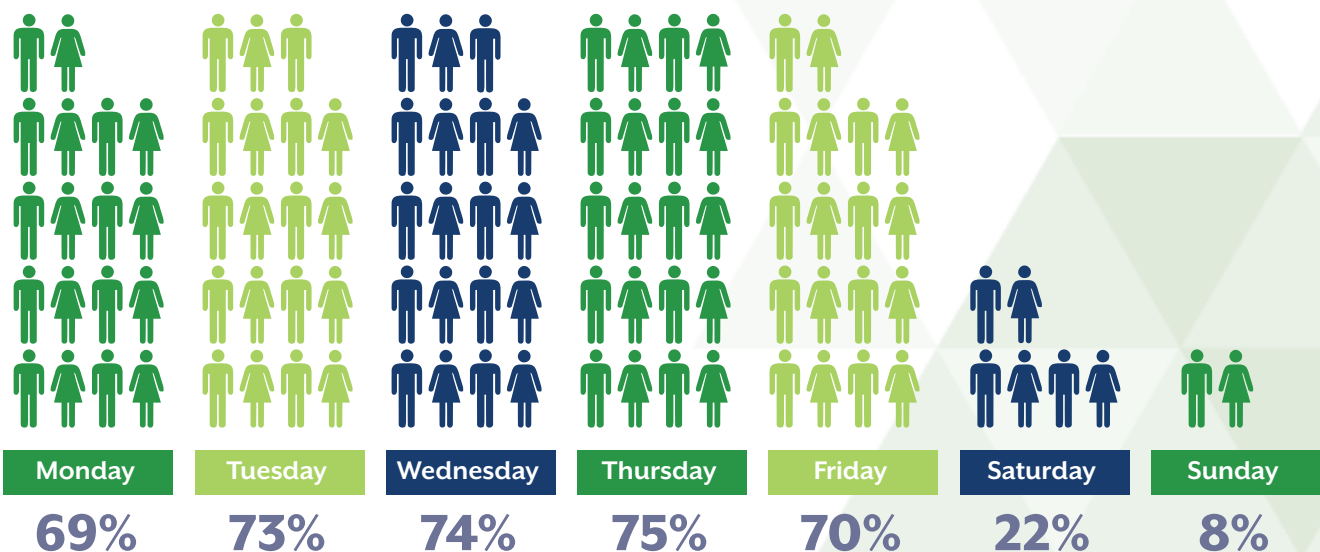
## Associate mile radius



**38%** of Associates will only travel up to 10 miles.

## Associate days to work

Recruitment is more challenging over the weekends and during holidays. Practices are trying to expand to fulfill the patient demand, but when they try to do this it becomes difficult to recruit, as the opening hours are less favourable, please see preferences below.

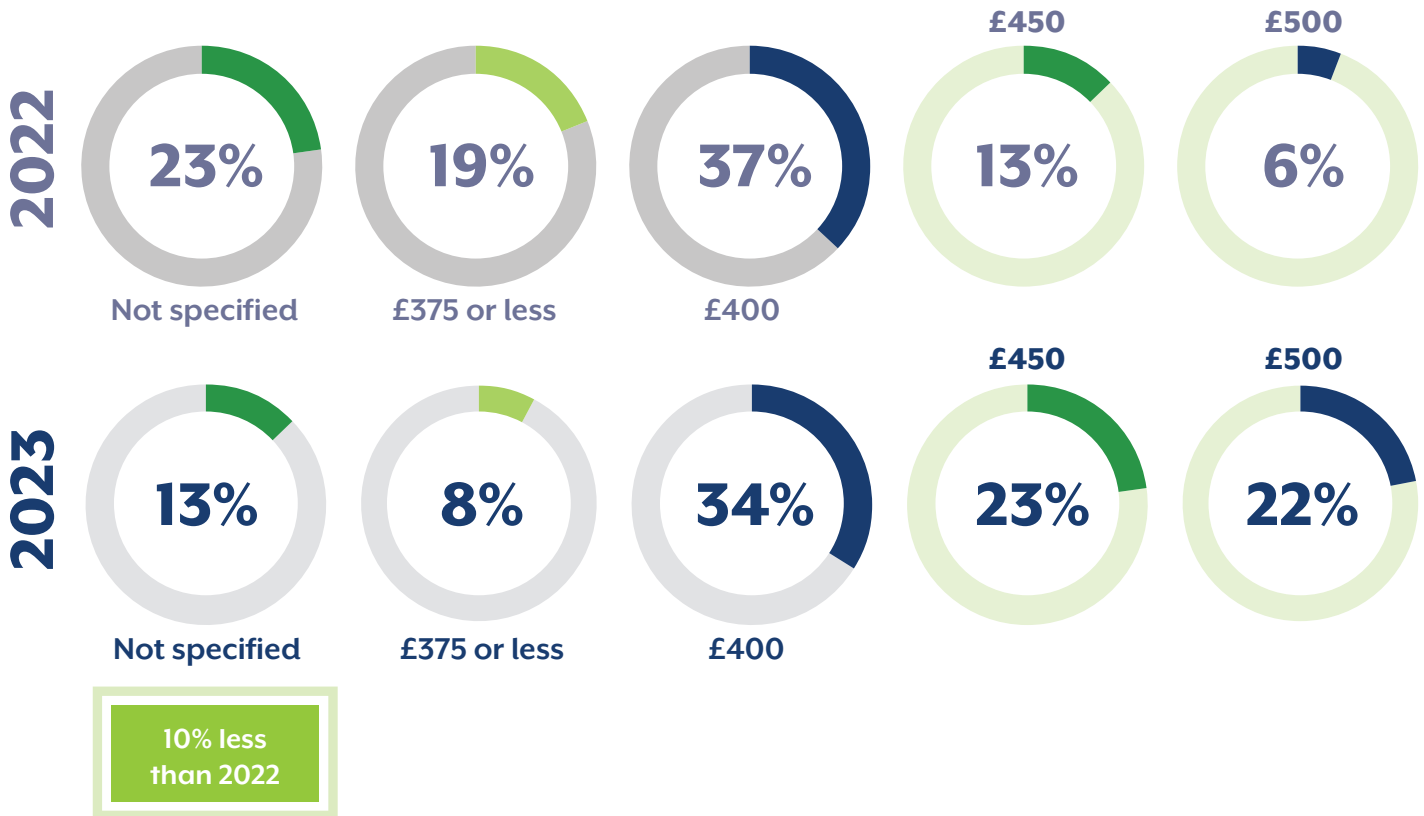


Associate Locum day rate

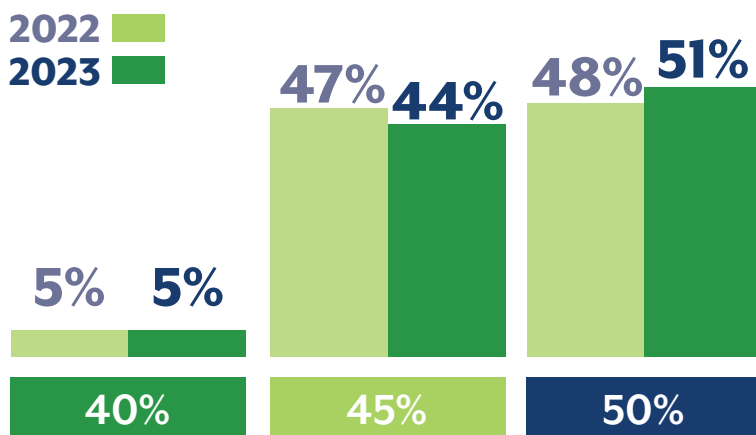


**136%**  
increase in

Associates wanting £450 or above compared to 2022.

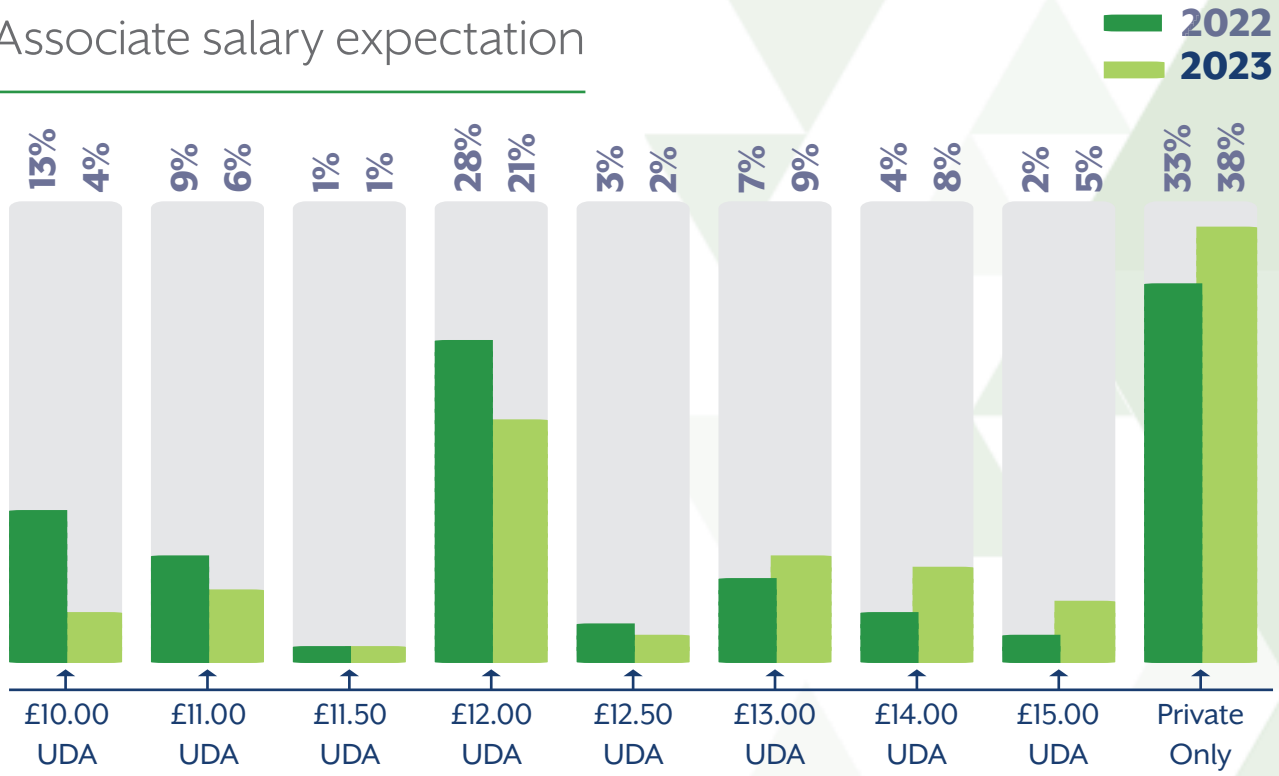


Associate private remuneration



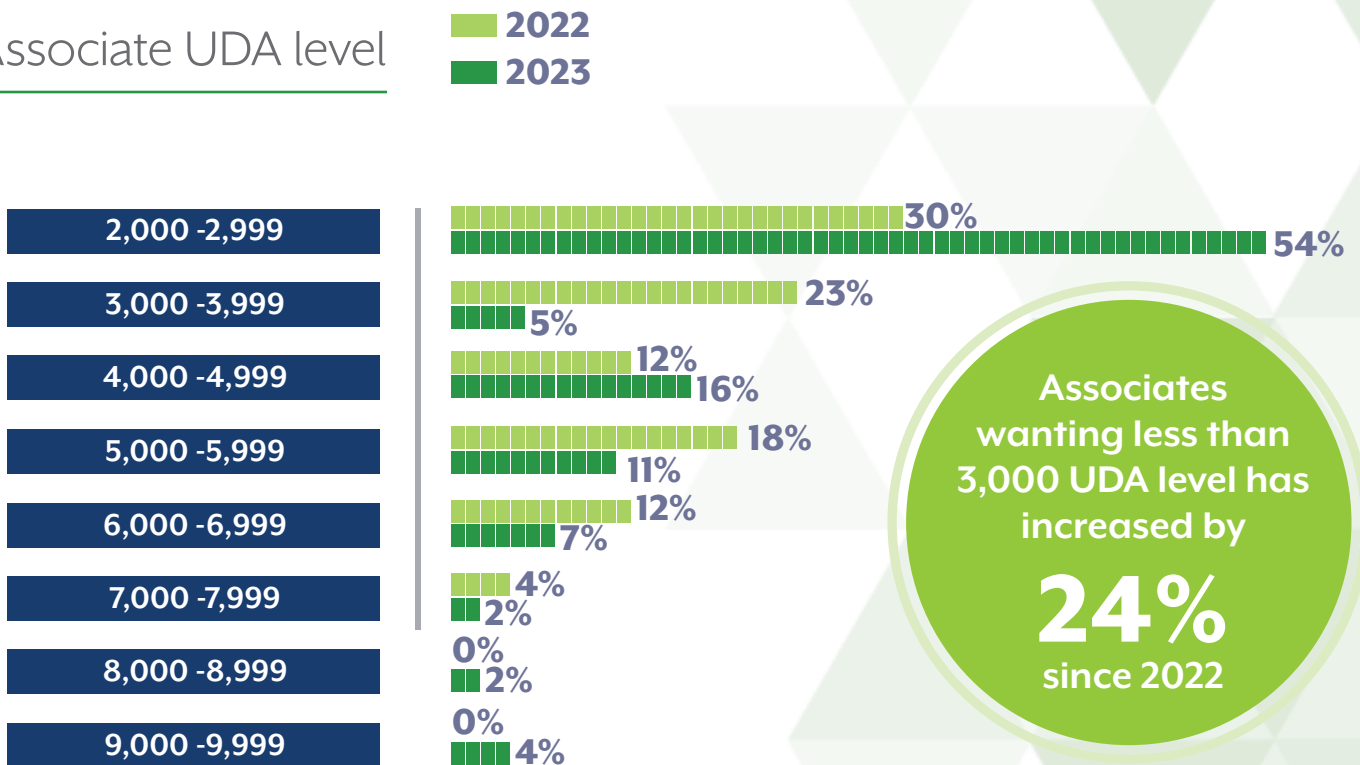
Only **5%** of Associates want **40%** private remuneration compared to **33%** from EU Dentists

## Associate salary expectation



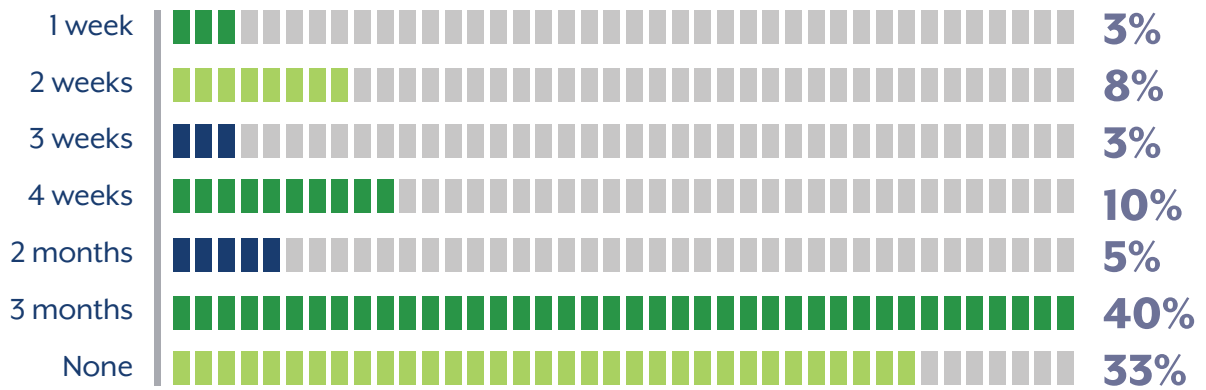
**62%** of Associates want private only work or above £12.50 per UDA compared to 49% in 2022.

## Associate UDA level

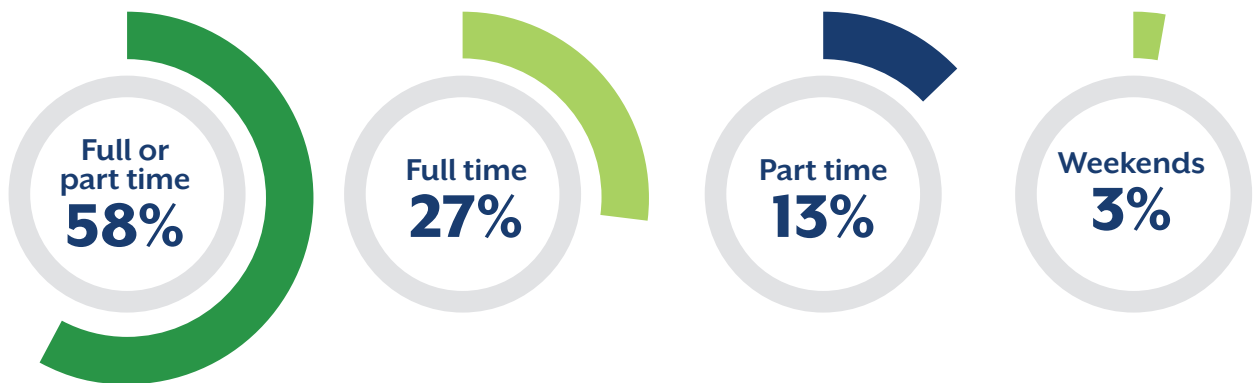


Associates wanting less than 3,000 UDA level has increased by **24%** since 2022

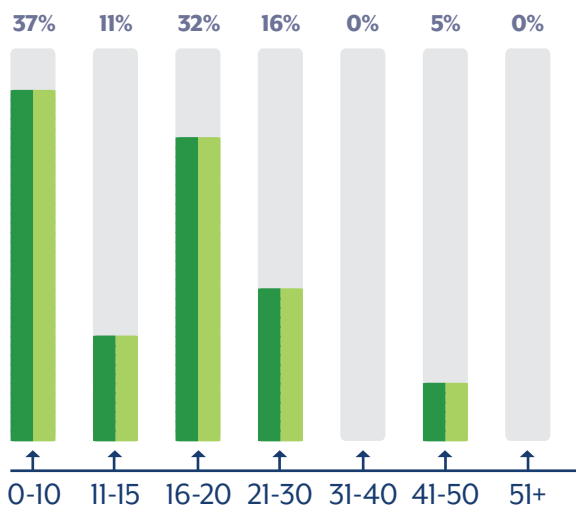
## EU Dentist notice period



## EU Dentist hours wanted

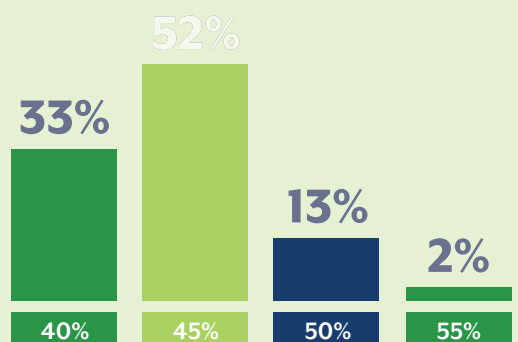


## EU Dentist mile radius



## EU Dentist private remuneration

**There's a 28% difference between EU dentists and UK Associates who want 40% private remuneration.**





## Qualifying countries



**Spain**  
24%



**Bulgaria**  
17%



**Hungary**  
12%



**Romania**  
10%



**Greece**  
7%



**Poland**  
7%



**Czech Republic**  
5%



**Ukraine**  
5%



**Germany**  
2%



**Latvia**  
2%



**Lithuania**  
2%



**Macedonia**  
2%



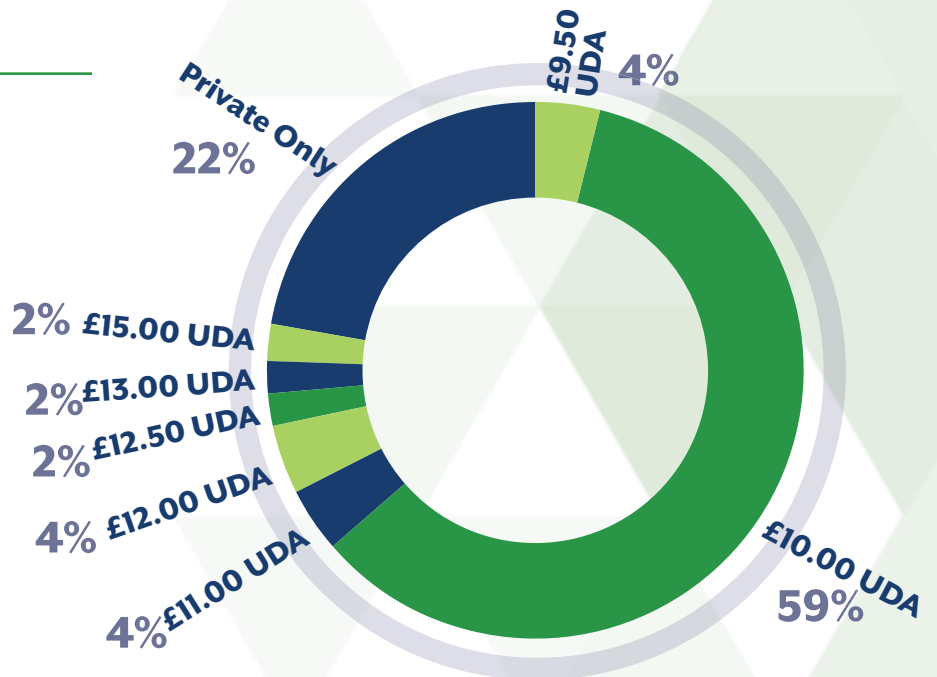
**Portugal**  
2%



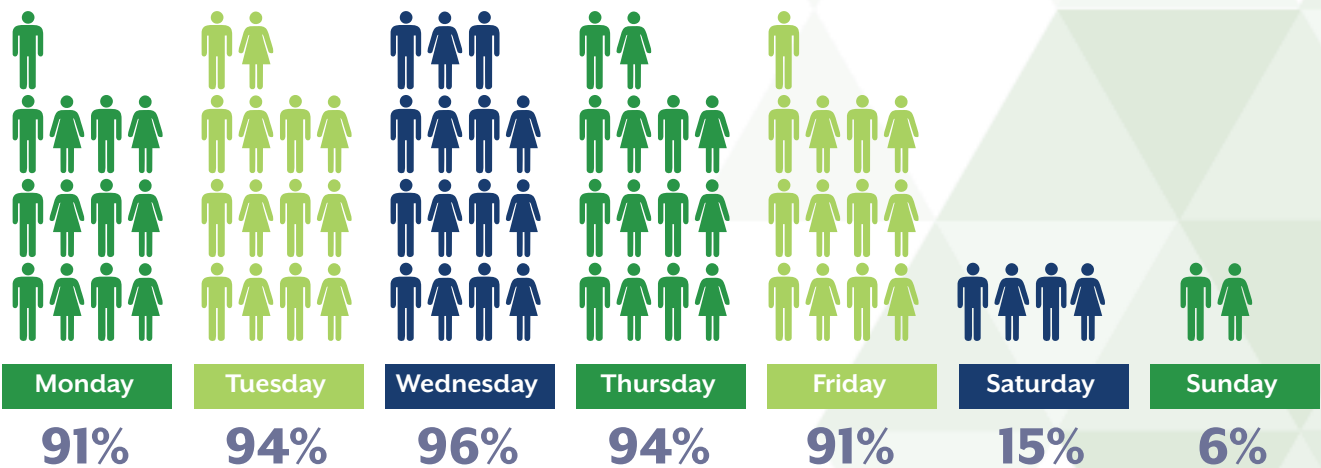
**Sweden**  
2%

## EU Dentist salary expectation

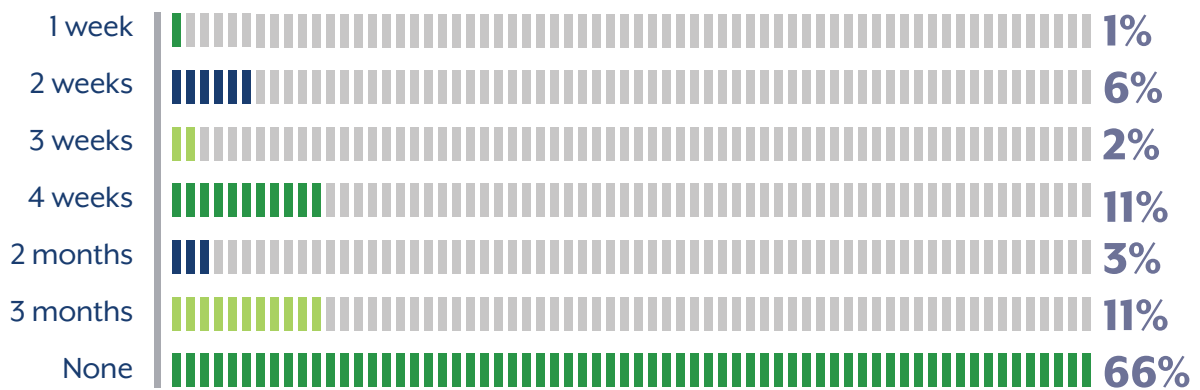
**32% of EU dentists want private only or over £12.00 per a UDA.**



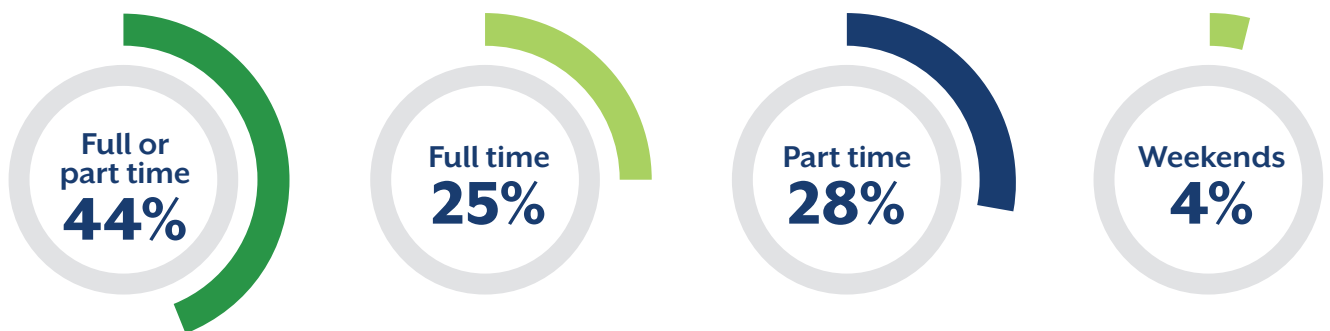
## EU Dentist days to work



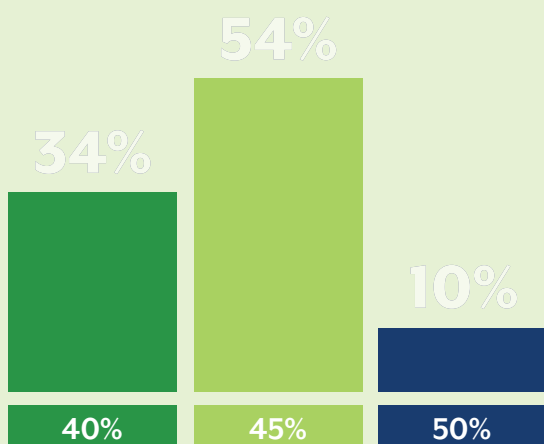
## Foreign Dentist (Non EU) notice period



## Foreign Dentist (Non EU) hours wanted

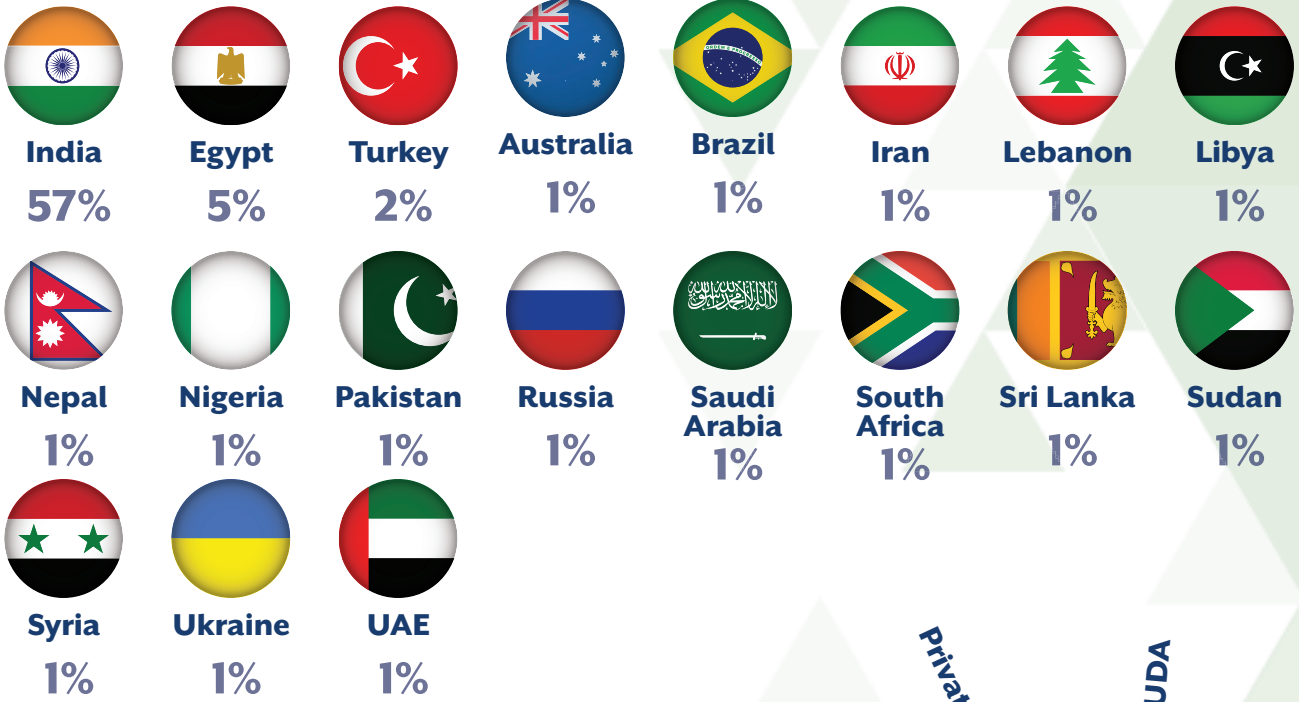


## Foreign Dentist (Non EU) private remuneration



**88%**  
of Foreign Dentists  
would like 45%  
or lower private  
remuneration

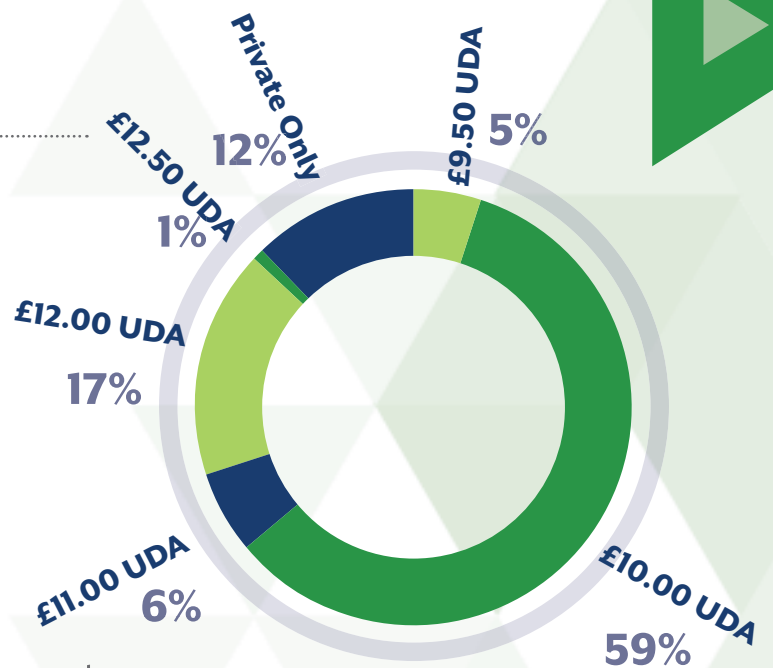
## Qualifying countries



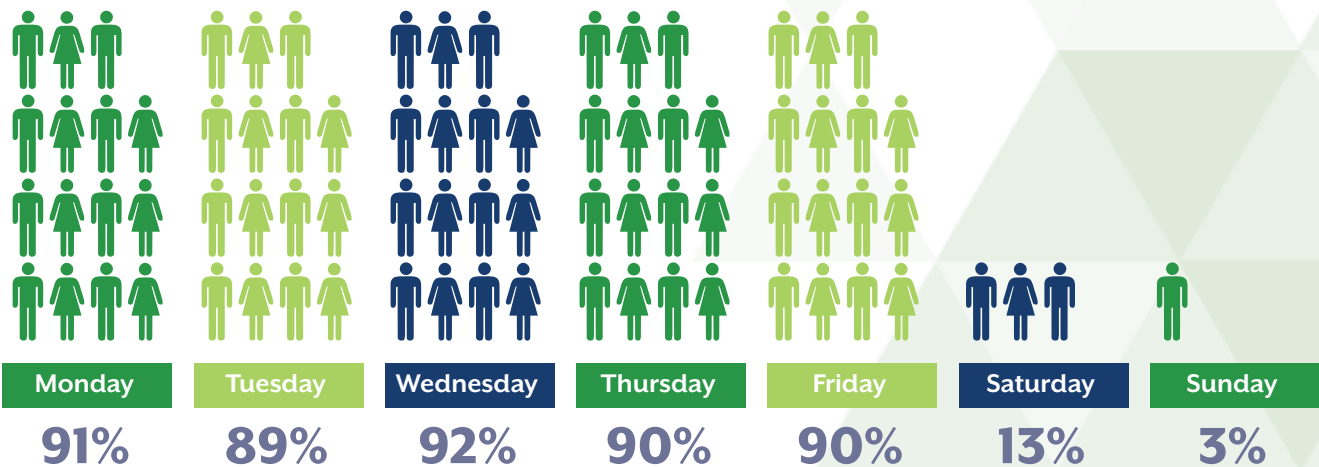
## Foreign Dentist (Non EU) NHS remuneration

**59% of Foreign Dentists are willing to work for £10.00 a UDA.**

**That's 55% more than UK Dentists.**



## Foreign Dentist (Non EU) days to work



## Are you looking to fill a vacancy?

At Henry Schein Dental Recruitment, we understand the importance of finding the perfect candidate for your dental practice.

We recognise that hiring the right professionals is not just about filling vacancies; it is about building a cohesive team that can deliver exceptional patient care and elevate the overall success of your practice.

Our extensive experience in the dental industry has taught us that the right fit goes beyond skills and qualifications; it encompasses values, work ethic, and a shared commitment to excellence.

**Contact our team today.**

## Get in touch



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