



PRODUCTION BASED COMPENSATION CALCULATOR

Easiest Transition Formula:

Highest Hygiene Hourly Wage: _____
 Average Hours Worked In A Day: _____
 Multiply To Get Your Daily Wage: _____
 Take This Number Times 4 = Daily Base _____

When Hygiene Produces Above This Base They Earn An Additional 10%

Example Calculation:

Highest Hygiene Hourly Wage: \$40/hour
 Average Hours Worked In A Day: 8 Hour Day
 Multiply To Get Your Daily Wage: \$320/Day
 Take This Number Times 4 = Daily Base \$1280 Base

Hygienist Produces \$1500 Today, Additional Earnings = \$22
Hygienist Produces \$2500 Today, Additional Earnings = \$122

Things to Note:

- Another optional incentive is to increase the percentage when the provider reaches a much higher level. For example, if they produce above \$2500 for the day, base percentage increases to 15%
- This encourages an exceptionally high level of performance
- This is NOT called a bonus. This is an adjustment to their salary package, production based compensation
- If easier with multiple providers, you can establish a baseline for a given region of area based on average hygiene wages. This is easier to track company-wide for larger organizations. (Example: Daily base might be set at \$1200 for one region, and \$1000 for another area where fees are lower.)
- This is a daily incentive, and is figured on a daily basis.
- Weekly or monthly averages are not a good idea. We have seen providers struggle without daily calculations.
- This should be paid out based on daily production, not adjusted calculations if at all possible.
- We typically recommend including everything that is produced in hygiene, with the exception of Dr. Exam
- If the hygienist facilitates this treatment, (such as having an assistant to finish sealant, or take a break), they should still retain the production.