

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, THE 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 OR 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 AND WAGES 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 COLLECTIONS IF AT ALL POSSIBLE.
- + WE TYPICALLY RECOMMEND INCLUDING EVERYTHING THAT IS PRODUCED IN HYGIENE, WITH THE EXCEPTION OF THE DR EXAM.
- + IF THE HYGIENIST FACILITATES THE TREATMENT, (SUCH AS HAVING AN ASSISTANT FINISH SEALANTS, OR TAKE A PANO) THEY SHOULD STILL RETAIN THE PRODUCTION.