

Oral & Maxillofacial Surgery CDA Wage Scale

Proficiency Key

Level 1: Novice (fundamental awareness)

You are a recent grad with an understanding of basic techniques and concepts.

You are expected to need help when performing this skill.

You have limited experience.

- Focus on learning

Level 2: Intermediate (practical application)

You can successfully complete the skill as requested with minimal guidance.

You can usually perform the skill independently.

You are expected to occasionally seek help from an expert.

- Focus on applying and enhancing knowledge or skill
- Focus on understanding and discussing the application and implications of improvements to processes, policies and procedures in this skill

Level 3: Advanced (applied theory)

You can perform the actions associated with this skill without assistance.

You are recognized as a 'go to' person in the practice regarding this skill.

- Focus on broad organizational issues as it applies to this skill
- Focus on consistently providing practice improvements which can be easily understood and implemented
- Focus on coaching others in the application of this skill
- Focus on developing reference and resource material as it applies to the practice in this skill

Level 4: Expert (recognized authority)

You are a known expert in this area.

You can provide guidance, and troubleshoot related issues with ease.

You have demonstrated consistent excellence in applying competency across multiple organizations.

You are considered the 'go to' person in this skill within the practice and outside organizations.

- Focus on creating improved applications that lead to the development of reference and resource material in this skill
- Focus on fostering relationships and a greater understanding of this skill among internal and external colleagues

Skills	Level 1	Level 2	Level 3	Level 4
Op Set Up & Take Down				
Sterilization				
Chairside Assisting				
Acquiring Radiographs				
Acquiring CT Scans				
Acquiring Intra Oral Scans				

Perioperative Patient Care: Pre-op Intra-op Post-op				
Sterile Technique				
Set Up for Sterile Technique				
Implantology Flow				
Treatment Planning				
Ordering & Inventory				

Tip:

It is best practice to have a wage scale with set a minimum, median, and maximum starting wage (depending on the employee's proficiency level).

Resources:

Heitzman, A. (2016, March 29). 5 Tips to Determine a Salary Scale for Employees. *Inc.* Retrieved from

<https://www.inc.com/adam-heizman/5-tips-to-determine-a-salary-scale-for-employees.html>

NIH. (n.d.). Office of Human Resources - Competencies Proficiency Scale. *National Institute of Health.* Retrieved from

<https://hr.nih.gov/working-nih/competencies/competencies-proficiency-scale>