

WAGE RATES IN INDUSTRIES

... in Private Medical, Dental and Other Health Services

(18th of a 19-Part Series)

This issue of the LABSTAT Updates is the 18th in the series of statistical releases on the results of the 2004 Occupational Wages Survey (OWS) conducted last year in coordination with the DOLE Regional Offices. The OWS is a nationwide survey covering 6,827 non-agricultural establishments employing 50 or more workers. It aims to provide statistics for wage and salary administration and for wage determination in collective bargaining negotiations.

There are 168 occupations in 43 industries covered by the OWS on wage rates.

This issue focuses on the wage rates of nine selected occupations in private medical, dental and other health services. In June 2004, the average monthly wage rates of these occupations ranged from ₱ 7,257 to ₱ 17,069.

Private medical, dental and other health services belong to the major industry group health and social work except public medical, dental and other health services. The median monthly basic pay of time-rate workers on full time basis in this industry group was ₱ 7,604 while the median monthly allowance (of those workers given allowances) was ₱ 751.

Medical doctors highest paid in private medical, dental and other health services

The average monthly wage rate of covered occupations in non-agricultural industries was ₱ 10,161.



Among the professionals covered in the survey, medical doctors were the highest paid at ₱ 17,069 followed by dentists at ₱ 11,008, both higher than the all-occupation average at ₱ 10,161. Professional midwives received the lowest rate at ₱ 7,257. (Table 1)

Representing technicians and associate professionals were medical equipment operators whose wage rate was ₱ 8,639 in June 2004.

Accounting and bookkeeping clerks, the only clerical workers covered in the industry received an average wage rate of ₱ 8,488.

Unskilled workers were the least paid among the nine occupations selected to represent the industry at ₱ 8,011.

Monthly cash allowance lower than the national average

In June 2004, the median¹ monthly basic pay of time-rate workers on full time basis in non-agricultural establishments covered by the survey was ₱ 7,542.

The average monthly basic pay of workers in health and social work except public medical, dental and

other health services was slightly higher at ₱ 7,604.

On the other hand, the median¹ monthly allowance (for those given allowances) for the industry was ₱ 751 which is 19.2 percent less than the ₱ 930 national median.

Hiring rates, minimum requirements on education and experience ...

For the first time in the 2004 round of the OWS, the survey inquired into the hiring rates, minimum educational requirement and minimum years of related experience needed for the various occupations covered by the survey. Some of the findings particularly on minimum hiring rates may be contentious as some rates are below the existing minimum wage rates.

This indicates that the inquiry on these variables of interest have to be improved to better capture the realities. Nevertheless, the survey results can, to some extent, shed light on some aspects of recruitment of employees, in particular, the range or the differentials between the maximum and minimum wage rates offered for various occupations.

Expectedly, the maximum hiring rate for medical doctors was highest for all selected occupations at ₱ 52,167. The maximum hiring rate of nutritionists-dieticians at ₱ 19,562 was second highest and third at ₱ 18,600 for dentists. (Table 2)

The minimum educational requirement for the occupations selected for the industry is the completion of at least a college education.

Except for a one-year requirement for dentists, nutritionists-dieticians and medical equipment operators, there is no experience requirement for the other selected occupations

¹ Aside from occupational wage rates, the OWS inquires on the distribution of the time-rate workers on full-time basis along basic pay intervals per time unit of work (hourly, daily and monthly). The distribution of these workers who are given regular/guaranteed cash allowances are also inquired into. These wage distributions lead to the generation of the median monthly basic pay and the median monthly allowance. **Median refers to that amount where half of the workers in the distribution receive more while the other half receives less.**

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TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Occupations in Private Medical, Dental and Other Health Services, Philippines: June 2004

(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)

1994 PSIC/ 1992 PSOC	Occupation	Average Monthly Wage Rates (P)
AVERAGE OF SELECTED OCUPATIONS		10,161^a
N8512	Private Medical, Dental and Other Health Services	
2221	Medical Doctors	17,069
2222	Dentists	11,008
2225	Nutritionists-Dietitians	9,084
2227	Medical Technologists	8,817
2231	Professional Nurses	8,669
2232	Professional Midwives	7,257
3133	Medical Equipment Operators	8,639
4121	Accounting and Bookkeeping Clerks	8,488
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,011

Notes: 1. Basic pay refers to pay for normal/regular working time before deductions for employees' social security contributions and withholding taxes. It excludes overtime, night shift differential and other premium pay; commissions, tips and share of employees in service charge; and payment in kind.

2. Allowances refer to regular/guaranteed cash payments. These include living allowance but exclude reimbursements for travel, entertainment, meals and other expenses, etc. incurred in conducting the business of the employer, cost of uniform/working clothes; bonuses & gratuities; family allowances.

a The data refers to the average monthly wage rate across 168 occupations in 43 non-agricultural industries covered by the survey.

b BLES Code (no 1992 PSOC).

Source of data: Bureau of Labor and Employment Statistics, Occupational Wages Survey.

**TABLE 2 - Hiring/Entry Wage Rates, Minimum Educational Requirement and Minimum Years of Related Experience
of Time-Rate Workers on Full-Time Basis in Selected Occupations in Private Medical, Dental and Other Health Services, Philippines: June 2004**
(Non-agricultural establishments employing 50 and over.)

Occupation	Hiring/Entry Wage Rate ¹ (P)		Minimum Educational Requirement		Minimum Years of Related Experience	
	Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
Private Medical, Dental and Other Health Services						
Medical Doctors	3,000	52,167	College graduate	85.0	None	30.8
Dentists	5,942	18,600	College graduate	93.7	1 year	30.3
Nutritionists-Dietitians	2,800	19,562	College graduate	94.5	1 year	41.8
Medical Technologists	2,500	15,700	College graduate	96.9	None	41.8
Professional Nurses	2,500	16,800	College graduate	97.1	None	48.8
Professional Midwives	3,000	15,700	College graduate	90.3	None	43.7
Medical Equipment Operators	3,000	15,700	College graduate	93.3	1 year	40.5
Accounting and Bookkeeping Clerks	2,500	13,250	College graduate	98.9	None	39.4
Unskilled Workers except Janitors, Messengers and Freight Handlers	2,608	9,470	High school graduate	68.3	None	75.2

1 Defined as including basic pay and regular/guaranteed cash allowances.

2 Refers to educational level which has the highest proportion or share of estimated number of establishments reporting the requirement relative to the estimated number of establishments reporting the occupation. The choices for the minimum educational requirement are "elementary graduate, high school graduate, trade school graduate, college graduate, others".

3 Refers to years of related experience which has the highest proportion or share of estimated number of establishments reporting the requirement relative to the estimated number of establishments reporting the occupation. The choices for the minimum years of related experience are "none, 1 year, 2 years, 3 years, 4 or more".

Source of data: Bureau of Labor and Employment Statistics, Occupational Wages Survey.