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# SALARY GUIDE

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2025  
UK Dentistry

DENTAL RECRUIT NETWORK - DRN



# 2025



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2025  
UK Dentistry

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# INTRODUCTION

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# What does the landscape look like for Dental staff in 2025?

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The UK dental recruitment landscape has undergone significant changes in recent years, and 2025 continues to reflect a sector grappling with both longstanding structural issues and new workforce dynamics.

## Ongoing Shortage of Dental Professionals

The most pressing issue remains the widespread shortage of qualified dentists and dental care professionals. The NHS is particularly affected, with many practices struggling to recruit and retain staff. This has led to increasing wait times for NHS patients and a growing reliance on private care.

Rural and coastal areas continue to be the hardest hit, where recruitment and retention are exceptionally challenging.

Many practices are offering higher salaries, relocation packages, and flexible working arrangements to attract talent – but these measures only partially address the underlying shortfall.

## Shifts Towards Private Practice

With increasing pressure on NHS services and contract limitations, more professionals are transitioning to private practice or mixed models. This shift has driven demand for professionals who are not only clinically skilled but also confident in patient communication, treatment planning, and private care delivery.

Recruiters are seeing a spike in demand for associates with experience in cosmetic and aesthetic dentistry, as well as those with postgraduate skills in areas such as implants, endodontics, and orthodontics.

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# INTRODUCTION

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## 2025 and beyond?

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### Impact of Overseas Recruitment

Historically, overseas dentists have played a vital role in supplementing the UK dental workforce. However, the current registration process through the General Dental Council (GDC) and limited availability of Overseas Registration Exam (ORE) sittings have made it difficult for many international dentists to enter the profession.

Although immigration rules have been adjusted to ease some of the pressure – with dentistry added to the shortage occupation list – administrative and regulatory hurdles remain significant.

### Use of Technology and Flexible Working

Digital dentistry and remote consultations are becoming more common. Practices investing in modern equipment and workflow efficiencies are often better positioned to attract top talent.

Meanwhile, flexible and part-time working patterns are increasingly seen as essential recruitment tools, especially for professionals balancing work and family life or those nearing retirement.

### Looking Ahead

The recruitment landscape in UK dentistry remains competitive and complex. Practices that are proactive – offering clear career development, competitive remuneration, and modern working environments – are more likely to attract and retain talent.

However, without structural changes at a national level – particularly to NHS dental contracts, overseas registration routes, and workforce planning – recruitment challenges are likely to persist well beyond 2025.

# MARKET OVERVIEW

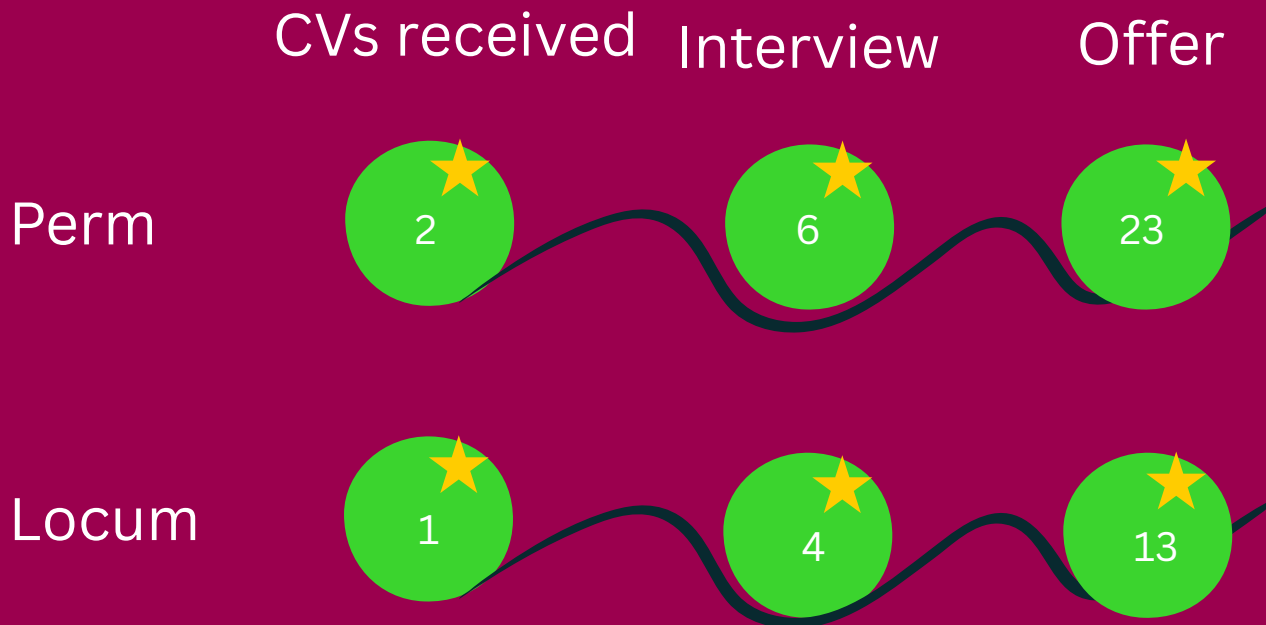
Most in-demand  
Dental roles

Dentist

Dental Nurse

## Hiring timelines


How many days does it take, on average, to receive CVs, schedule first interviews, and make an offer in permanent and temporary roles?



Over the last year we've seen clients are increasingly taking longer to finalise hiring decisions due to economic uncertainty and budget constraints. This, coupled with a combination of a more selective candidate pool, means that hiring timelines have lengthened. We hope to see this decrease as we move into 2025 and clients and candidates become more confident in their decisions.



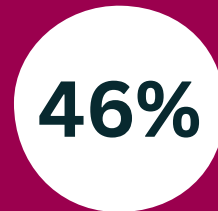
**Janine Greyling**  
Managing Director

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## What's important to their job satisfaction?



Work-life balance

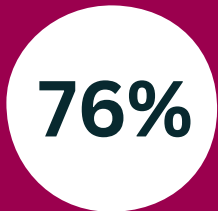


Salary



Flexible work arrangement

## What areas of flexibility are important?



Hybrid/flexible working



Ability to choose days in the office




Flexible working hours



We're still witnessing a disconnect between candidates and clients when it comes to overall packages, with candidates becoming pickier and seeking roles that offer more flexibility, better work-life balance, and more career progression opportunities. This trend has caused some hiring processes to stretch out as practifces adjust to meet these expectations. Those clients who are more agile in their offers are the ones securing the best candidates on the market.



**Jennifer Price**  
Business Manager

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## Dentist - Salary

UK - Region	Salary - Low	Salary - Med	Salary - High
London	£52,532	£82,478	£140,000++
Home Counties	£50,789	£81,234	£140,000++
South West	£40,776	£82,359	£140,000++
Wales	£33,000	£82,829	£140,000++
North, Midlands & Scotland	£38,472	£82,359	£140,000++

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## Hygienist - Salary

UK - Region	Salary - Low	Salary - Med	Salary - High
London	£29,970	£64,003	£70,338
Home Counties	£29,970	£52,373	£74,292
South West	£29,970	£59,886	£65,842
Wales	£29,970	£56,625	£62,257
North, Midlands & Scotland	£29,970	£59,886	£65,842

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## Dental Nurse - Salary

UK - Region	Salary - Low	Salary - Med	Salary - High
London	£22,222	£30,526	£34,580
Home Counties	£22,222	£27,890	£31,944
South West	£22,222	£27,472	£31,526
Wales	£22,222	£26,596	£30,650
North, Midlands & Scotland	£22,222	£27,742	£31,526

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## Receptionist - Salary

UK - Region	Salary - Low	Salary - Med	Salary - High
London	£22,222	£30,576	£34,630
Home Counties	£22,222	£27,940	£31,994
South West	£22,222	£27,522	£31,576
Wales	£22,222	£26,646	£30,700
North, Midlands & Scotland	£22,222	£27,522	£31,576

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## Practice Manager - Salary


UK - Region	Salary - Low	Salary - Med	Salary - High
London	£31,589	£35,178	£55,339
Home Counties	£28,003	£31,592	£49,698
South West	£29,168	£32,757	£51,530
Wales	£27,735	£31,324	£49,276
North, Midlands & Scotland	£29,168	£32,757	£51,530


# Why use DRN?


At **Dental Recruit Network** (DRN), we connect top-tier dental professionals with practices that value excellence. Whether you're searching for reliable **locum cover** or a **permanent team member**, our specialist recruitment agency delivers precision-matched solutions – fast.

## Why Choose Us?

 **Specialists in Dentistry** – We live and breathe dental recruitment. From NHS to private practices, we understand the clinical and cultural needs of your team.

 **Speed & Flexibility** – Need urgent locum cover? We've got your back. Seeking the perfect long-term hire? We'll find them. Our vast network of vetted dental talent means you're never left short-handed.

 **Nationwide Reach** – Whether you're in London, Leeds or anywhere in between, we've got the right people, right where you need them.

 **Tailored Matches** – We don't just fill positions – we build lasting partnerships. Every candidate is screened for experience, compliance, and the right practice fit.

Whether you're a **practice manager** under pressure or a **dental professional** ready for your next move, **Dental Recruit Network** is your trusted recruitment partner.