

# Managing the Dental Team

## ADA's Guidelines for Practice Success™ (GPS™)

### Tips for Managing Salary Reviews – All Employees

- Salary increases should be based on the two factors: the profitability of the practice and each individual employee's contribution to that profitability.
  - ✓ It's generally recommended that you not establish a pattern of automatically increasing each staff members' salary every year. This can create an expectation that could be difficult to maintain if the practice experiences a downturn in profits.
  - ✓ It's up to you to determine if the practice can afford to increase staff salaries and, if so, the amount that each employee should receive.
  - ✓ Discuss key performance indicators (KPIs) at monthly staff meetings so the team knows how the practice is doing and how they can contribute to future growth.
    - KPIs typically include metrics on production, collections, profit, overhead, etc.

More information about KPIs is available in the [Measuring Success](#) article in the [Managing Finances](#) module of the ADA Guidelines for Practice Success™ (GPS™).

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