

OAVT's 2020 Wage & Compensation Survey



Despite COVID-19 restrictions and closures throughout 2020, including a period of time when only “urgent-care” cases could be seen, 60% of Registered Veterinary Technicians (RVTs) in Ontario reported receiving a raise in the last 12-months. In fact, the average wage increase was **\$1.45** – representing the largest year-over-year increase in wages since the OAVT began collecting wage data in 2014.

That's not to say wages went up for everyone. 40% of RVTs surveyed did not receive a raise in the last 12-months. Additionally, 25% of RVT respondents are still making less than \$20 an hour. And 29% of RVTs still receive **zero paid sick days** from their employer.

The disparity between RVTs is something to pay attention to, as you read over the OAVT 2020 Wage & Compensation Survey data. Of the 1,000 RVTs who responded the majority are satisfied with their compensation. 59% of respondents checked “yes” when asked if they were “satisfied with the total compensation package your employer provides.”

But while generally the numbers continue to trend up, with the overall average wage for RVTs rising by 7% (compared to 2019) to \$23.93/hour, that is certainly not the case for all RVTs.

Examples of this *disparity* in the compensation of RVTs using the OAVT's 2020 Wage Survey data include:

24%

of respondents receive no extended health benefits compared to the other 76% who do - whether it is in the form of full benefits (46.5% of respondents), a healthcare spending account, or matching their employer and contributing 50% to their policy

24%

of respondents pay for their own OAVT dues compared to the 72% of RVTs who get their dues completely paid for by their employer (4% get their dues partially paid for by their employer)

22.5%

of respondents do not receive any financial support from their employer towards Continuing Education, whereas **71.5%** of respondents are offered paid CE opportunities (36% of respondents get \$500 or more per year in paid CE!)

29%

of respondents receive zero paid sick days from their employer (this statistic is virtually unchanged from 2019 data), while the majority of respondents receive 2-5 paid sick days per year

25%

of respondents are making less than \$20/hour, whereas **75%** are making \$20 or more – with the median wage for RVTs in Ontario coming in a \$22/hour.



Average wage for all Ontario RVTs in 2020:
\$23.93/hour

Median wage for all Ontario RVTs in 2020:
\$22.00/hour

Average wage for Ontario RVTs working in a traditional small animal practice (which makes up 62% of all responses):
\$21.41/hour

Average raise for RVTs in 2020:
\$1.45/hour

RVT Wages: By Sector, Years of Experience and Location

RVT Wages, by Location

	Number of Respondents	Average Wage (Per Hour)	Median Wage (Per Hour)
Brant County	13	\$20.01	\$20.00
Chatham-Kent / Lambton	15	\$20.25	\$20.00
Durham Region	46	\$22.80	\$22.00
Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry)	12	\$21.32	\$19.25
Grey-Bruce	22	\$22.72	\$20.25
Haldimand-Norfolk	10	\$20.41	\$20.50
Halton Region	49	\$22.33	\$21.50
Hamilton-Wentworth	38	\$24.85	\$22.00
Hastings-Prince Edward	13	\$19.64	\$20.00
Huron / Perth	10	\$25.06	\$22.50
Kingston, Frontenac and Lennox & Addington	41	\$22.95	\$20.00
Leeds, Grenville & Lanark	22	\$21.63	\$20.62
Middlesex-London	57	\$23.52	\$22.00
Niagara Region	28	\$23.40	\$22.92
Ottawa-Carlton	89	\$22.41	\$21.03
Peel Region	48	\$25.20	\$22.50
Peterborough	15	\$23.85	\$22.50
Renfrew / North Bay-Parry Sound	24	\$21.09	\$20.52
Simcoe-Muskoka / Haliburton-Kawartha-Pine Ridge (HKPR)	54	\$21.87	\$21.50
Southwestern (Oxford County, Elgin County, and city of St. Thomas)	30	\$21.14	\$20.00
Sudbury / Algoma	13	\$21.83	\$20.19
Thunder Bay / Porcupine / Timiskaming	15	\$21.88	\$21.00
Toronto	128	\$27.45	\$26.00
Waterloo Region	49	\$22.51	\$21.65
Wellington-Dufferin-Guelph	51	\$26.49	\$27.18
Windsor Essex	30	\$21.21	\$19.00
York	54	\$26.08	\$21.50

RVT Wages, by Years of Experience

Years as an RVT	Number of Respondents	Average Wage (Per Hour)	Median Wage (Per Hour)
< 1	23	\$19.51	\$18.00
1-2	116	\$20.33	\$19.00
3-4	129	\$20.65	\$20.00
5-6	109	\$21.34	\$20.90
7-8	88	\$22.41	\$22.00
9-10	97	\$23.68	\$22.00
11-14	141	\$25.89	\$22.87
15-20	166	\$26.21	\$24.00
21-24	50	\$32.90	\$25.00
25-30	56	\$27.47	\$24.50
30+	34	\$29.59	\$26.00



Average wages across Toronto ranged from \$29.74/hr Downtown, \$27.48/hr in North York, \$25.68/hr in Scarborough and \$25.20/hr in Etobicoke.

RVT Wages, By Sector*

Sector	Number of Respondents	Average Wage (Per Hour)	Median Wage (Per Hour)
Small Animal Veterinary Hospital -Including Exotics/Birds/Pocket Pets (62%)	628	\$21.41	\$22.00
Emergency/ 24 Hour Veterinary Hospital	84	\$23.53	\$22.57
Specialty / Referral Practice	60	\$25.97	\$25.69
Mixed Animal Veterinary Practice (Equine, Food Animal, and Small Animal)	44	\$21.37	\$20.50
Lab Animal Science	44	\$35.26	\$30.47
Shelter Medicine (Municipal and Not-for-profit)	36	\$25.92	\$23.17
Industry Sales / Marketing	24	\$39.39	\$37.00
Office/Practice Manager	18	\$27.50	\$27.51
Veterinary Teaching Hospital	18	\$33.71	\$34.68
Educator – Veterinary Technology Program	12	\$39.06	\$35.00
Large Animal Veterinary Practice (Including Food Animal, Ruminants and Equine)	10	\$22.38	\$22.00

*Many RVTs identified other sectors (zoo/wildlife, diagnostic laboratory, government, etc.) however the data was not included here as there were less than 10 respondents in each of those sectors.

COVID-19's Impact on Wages

How did COVID-19 impact Ontario's RVT workforce?

More hours, less hours: For 39% of RVTs, their hours have remained the same throughout COVID-19, while 37% said they saw an increase in hours, and 24% said their hours were reduced.

Changing jobs:

23% of respondents said they made a change in their workplace or employer due to COVID-19.

Loss of Work:

84% of respondents were not unemployed at any time from March 24, 2020 through August 2020 due to COVID-19. However 14% said they were.

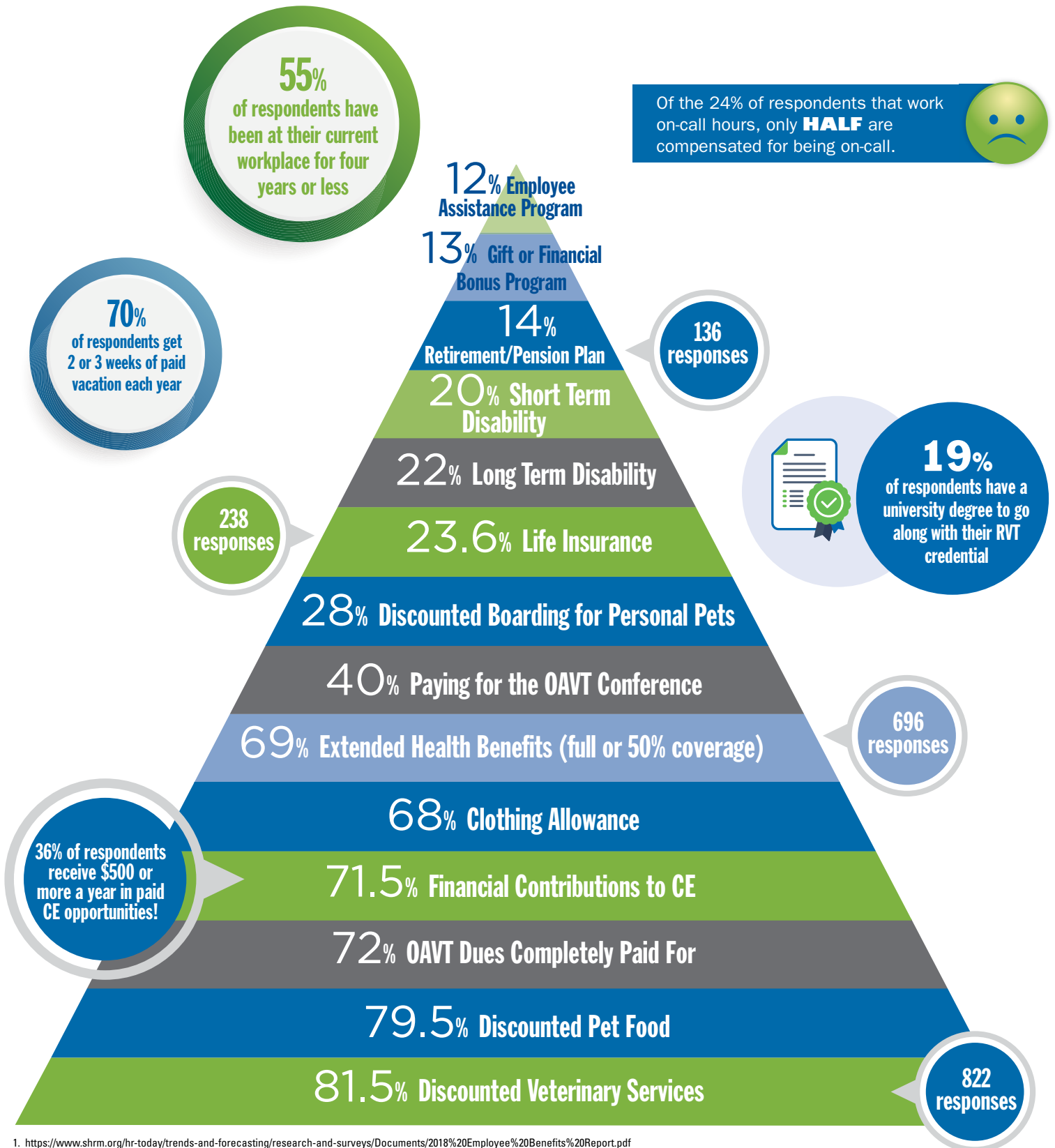
Loss of pay:

Was COVID-19 cited by employers as the reason for a reduction or change in benefits normally received? For 89% of respondents, the answer was no. For 11% of respondents, the answer was yes. Some examples of lost benefits due to COVID-19, provided by respondents, include:

- cancelled or deferred wage increases (most common)
- bonus or profit sharing cancelled
- OAVT dues no longer paid for by employer
- CE allowance reduced
- decrease or removal of staff discounts
- pay cuts
- decreased vacation
- hiring freezes

Additional Compensation

Benefits and other incentives from an employer can help improve workplace culture and limit employee turnover. The Society for Human Resources Management (SHRM) 2018 employee benefits survey found that 92% of employees feel that benefits are important to their overall job satisfaction¹. Here is a breakdown of the percentage of respondents who reported having additional compensation from their employers (aside from wages).



1. <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2018%20Employee%20Benefits%20Report.pdf>