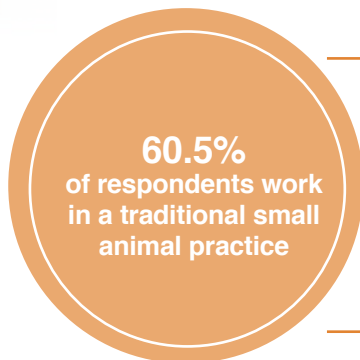
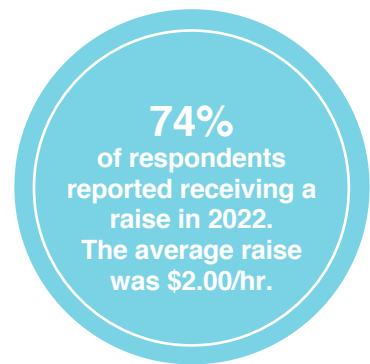
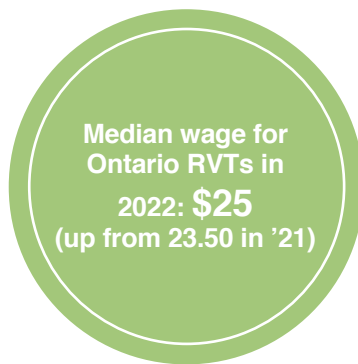


2022

OAVT's Wage & Compensation Survey

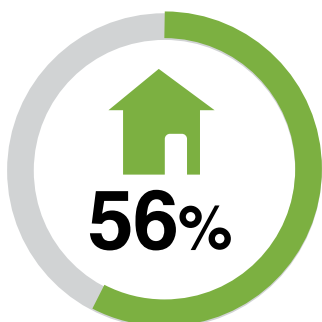


As another year draws to a close, we're happy to share the results from this year's Wage & Compensation Survey. Approximately 30% of our members completed this year's survey, which helps us to monitor trends in our profession and address gaps that might be present. While there was an improvement in areas such as salaries, sick days, and supplementary benefits, the data still shows a disparity amongst RVTs. We hope you can use the following information to help you have productive conversations with your employer about your strengths, skills and worth, so that you can make informed decisions and reach your full potential.

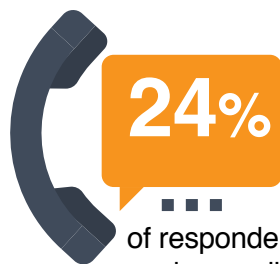


(a 1% drop from '21). Their average wage is \$24.74 (up from \$22.63 in '21). Of those respondents, 59.7% work in independently-owned practices, while 40.3% work in corporately-owned ones. The gap between the number of independently-owned practices and those owned by a corporation is narrowing.

More things to consider



of respondents have been at their current workplace for five years or less (15% for less than one year)



of respondents work on-call

62% of those respondents are compensated for being on call



The majority of respondents receive the standard two weeks of vacation



have three weeks of vacation



have more than three weeks.



RVT Wages

RVT Wages by Location	Number of Respondents	Average Wage (Per Hour)	Median Wage (Per Hour)
Brant	16	25.80	25
Chatham-Kent/Lambton	29	24.78	24.15
Durham Region	44	27.37	25.25
Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry)	12	24.76	25
Grey - Bruce	34	24	23.50
Haldimand-Norfolk	18	23.92	24
Halton Region	67	27.30	26
Hamilton-Wentworth	41	26.36	25
Hastings-Prince Edward	19	24.17	23
Huron-Perth	11	25.38	24
Kingston, Frontenac/Lennox/Addington	41	23.42	23
Leeds, Grenville/Lanark	26	24.97	24.78
London-Middlesex	70	26.33	24.67
Niagara Region	36	24.62	24.75
North Bay-Parry Sound/Renfrew	27	23.56	22.87
Ottawa-Carleton	145	26.38	26
Peel Region	47	27.39	25
Peterborough	23	26.43	25
Simcoe-Muskoka/Haliburton-Kawartha Pine Ridge	89	26.15	25
Southwestern (Oxford County, Elgin County & City of St. Thomas)	33	25.38	24
Sudbury/Algoma	23	24.42	24
Thunder Bay/Porcupine/Temiskaming	17	30.17	25
Toronto	167	30.02	29
Waterloo Region	78	26.63	25
Wellington-Dufferin-Guelph	59	29.85	29.45
Windsor-Essex	30	24.42	20
York Region	59	29.81	27.75

Making great strides!



Only 2% of respondents are earning less than \$20/hr – a big drop from the 13.7% in 2021!

RVT Wages by Years of Experience



Years as an RVT	Average Hourly Wage	Median Hourly Wage	Number of Respondents
>1	22.18	21	45
1-2	22.97	22.65	137
3-4	24.75	24.40	176
5-6	25.13	25	152
7-8	26.81	26	126
9-10	26.92	26	93
11-12	26.36	25	101
13-14	27.21	26	85
15-16	29.24	28	85
17-18	28.66	26.47	76
19-20	30.30	28	47
21-22	31.37	30	50
23-24	32.50	28	32
25-26	35.33	28.50	24
27-28	29.45	29	21
29-30	29.04	27.30	11
31-35	35.77	32	23
35+	32.66	33.60	19

RVT Wages By Sector*

	Average Hourly Wage	Median Hourly Wage	Number of Respondents
Small Animal Veterinary Hospital (including Exotics/Birds/Pocket Pets)	24.74	24	790
Large Animal Veterinary Practice (Including Food Animal, Ruminants and Equine)	26.10	25.49	21
Mixed Animal Veterinary Practice (Equine, Food Animal, and Small Animal)	23.97	24	60
Emergency / 24 Hour Veterinary Hospital	27.47	27	113
Agriculture (including Food Animal, Equine, Llama/Alpaca)	23.78	23.78	8
Shelter Medicine (Municipal and Not-for-profit)	30.72	26.70	36
Specialty / Referral Practice	29.80	29.75	97
Veterinary Teaching Hospital	34.63	33.58	17
Educator - Veterinary Technology Program	45.12	37	20
Research/Lab Animal Science	35	31.06	42
Industry Sales / Marketing	34.77	34.35	33
Office Manager / Practice Manager	31.74	31.50	31
Self-Employed (related to the RVT field)	33	30	8
Locum	33.13	32	8

*Many RVTs identified other sectors (zoo/wildlife, diagnostic laboratory, government, etc.), however, the data was not included here as there were less than 8 respondents in each of those sectors.

Additional Compensation

Yes, salary can be an important factor in your job satisfaction, but it should only be one part of your overall compensation. To help improve workplace culture and limit employee turnover, employers should also offer supplementary benefits that employees feel are worthwhile. Following is a tally of the most common benefits provided to members.



Areas for Improvement

While there has been noticeable progress when it comes to members' sick days and extended health care, there's still room for improvement in these areas and others.



of respondents receive no paid sick days (down from 25.5% in '21 = 4 ½% improvement)



have no extended health benefits (down from 28% in '21 = 11% improvement)



don't have their OAVT dues paid by their employer (down from 21% in '21 = 4% improvement)



indicated they had been on non-COVID related medical leave in 2022. **42% of those members on leave said their absence was due to burnout, work-related stress or other mental health concerns.**

Additional Qualifications

By pursuing additional qualifications, members are able to broaden their knowledge and enhance their skills in the delivery of specific services. As you can see, these qualifications can have a favourable impact on members' earnings potential.

