

2019 WAGE AND BENEFITS SURVEY



AVERAGE WAGE PER HOUR

BY SECTOR






	SMALL ANIMAL VETERINARY HOSPITAL INCLUDING EXOTICS/BIRDS/POCKET PETS \$23.31		PRACTICE MANAGEMENT \$ 30.70
	SPECIALTY/ REFERRAL PRACTICE \$25.78		PUBLIC HEALTH \$30.00
	EMERGENCY/24 HOUR VETERINARY HOSPITAL \$23.86		SHELTER MEDICINE - MUNICIPAL \$37.72
	EQUINE ONLY PRACTICE \$23.60		SHELTER MEDICINE - NON-PROFIT/CHARITY \$24.98
	MIXED/LARGE ANIMAL VETERINARY HOSPITAL \$22.93		DVM PROGRAM TEACHING HOSPITAL \$39.50
	EDUCATOR AHT/VMA/VMR PROGRAM \$46.46		ZOO/WILDLIFE REHABILITATION \$25.80
	INDUSTRY SALES/ MARKETING \$33.20		SELF-EMPLOYED RELATED TO RVT FIELD \$28.38
	LAB ANIMAL SCIENCE \$36.74		OTHER \$27.95

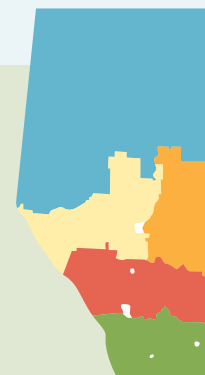


YEARS OF EXPERIENCE

YEARS IN INDUSTRY	AVERAGE HOURLY WAGE
> 1 year	\$20.71
1-2 years	\$21.80
3-4 years	\$22.39
5-6 years	\$23.09
7-8 years	\$24.68
9-10 years	\$25.25
11-12 years	\$25.37
13-14 years	\$26.40
15-16 years	\$26.94
17-18 years	\$27.54
19-20 years	\$29.15
21-22 years	\$29.61
23-24 years	\$30.56
25-26 years	\$28.58
27-28 years	\$36.83
29-30 years	\$34.82
31-32 years	\$26.54
33-34 years	-
35 + years	\$31.54
TOTAL AVERAGE	\$24.80

BY LOCATION

City of Calgary	\$25.89		District 1 - Foothills / Little Bow	\$24.09
Calgary Municipal Region	\$26.73		District 2 - Central	\$26.11
City of Edmonton	\$24.47		District 3 - Pembina River	\$24.06
Edmonton Metropolitan Region	\$23.91		District 4 - Northern	\$27.80
City of Red Deer	\$23.13		District 5 - East of Edmonton	\$23.89
City of Lethbridge	\$23.96		Unspecified	\$24.45
City of Medicine Hat	\$23.07			





EMPLOYER PAID PROFESSIONAL DEVELOPMENT

% of Respondents Receiving Paid Allowance by Employer

SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
87%

SPECIALTY/ REFERRAL PRACTICE
95%

EMERGENCY/24 HOUR VETERINARY HOSPITAL
89%

EQUINE ONLY PRACTICE
78%

MIXED/LARGE ANIMAL VETERINARY HOSPITAL
88%

EDUCATOR
AHT/VMA/VMR PROGRAM
100%

INDUSTRY SALES/ MARKETING
60%

LAB ANIMAL SCIENCE
40%

PRACTICE MANAGEMENT
88%

SHELTER MEDICINE
39%

DVM PROGRAM TEACHING HOSPITAL
100%

ZOO/WILDLIFE REHABILITATION
100%



ASSOCIATION DUES

% of Respondents Association Dues Paid by Employer

SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
88%

SPECIALTY/ REFERRAL PRACTICE
100%

EMERGENCY/24 HOUR VETERINARY HOSPITAL
94%

EQUINE ONLY PRACTICE
100%

MIXED/LARGE ANIMAL VETERINARY HOSPITAL
88%

EDUCATOR
AHT/VMA/VMR PROGRAM
100%

INDUSTRY SALES/ MARKETING
80%

LAB ANIMAL SCIENCE
70%

PRACTICE MANAGEMENT
100%

SHELTER MEDICINE
91%

DVM PROGRAM TEACHING HOSPITAL
100%

ZOO/WILDLIFE REHABILITATION
80%

SELF-EMPLOYED
RELATED TO RVT FIELD
13%



UTILIZATION OF SKILLS

% of Respondents Feeling They are Using Their Skills to the Fullest Potential

SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
65%

SPECIALTY/ REFERRAL PRACTICE
79%

EMERGENCY/24 HOUR VETERINARY HOSPITAL
80%

EQUINE ONLY PRACTICE
50%

MIXED/LARGE ANIMAL VETERINARY HOSPITAL
57%

EDUCATOR
AHT/VMA/VMR PROGRAM
50%

INDUSTRY SALES/ MARKETING
80%

LAB ANIMAL SCIENCE
60%

PRACTICE MANAGEMENT
100%

SHELTER MEDICINE
100%

DVM PROGRAM TEACHING HOSPITAL
100%

ZOO/WILDLIFE REHABILITATION
40%



HEALTH BENEFITS

% of Respondents Receiving Employer Paid Health Benefits, by Sector

SMALL ANIMAL VETERINARY HOSPITAL INCLUDING EXOTICS/BIRDS/POCKET PETS

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 13%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 62%

NO EMPLOYER HEALTH BENEFITS 25%

MIXED/LARGE ANIMAL VETERINARY HOSPITAL

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 19%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 58%

NO EMPLOYER HEALTH BENEFITS 23%

PRACTICE MANAGEMENT

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 13%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 87%

NO EMPLOYER HEALTH BENEFITS 0%

SPECIALTY/ REFERRAL PRACTICE

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 5%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 84%

NO EMPLOYER HEALTH BENEFITS 11%

EDUCATOR AHT/VMA/VMR PROGRAM

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 87%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 7%

NO EMPLOYER HEALTH BENEFITS 6%

SHELTER MEDICINE

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 65%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 22%

NO EMPLOYER HEALTH BENEFITS 13%

EMERGENCY/24 HOUR VETERINARY HOSPITAL

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 17%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 74%

NO EMPLOYER HEALTH BENEFITS 9%

INDUSTRY SALES/MARKETING

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 20%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 40%

NO EMPLOYER HEALTH BENEFITS 40%

DVM PROGRAM TEACHING HOSPITAL

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 50%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 0%

NO EMPLOYER HEALTH BENEFITS 50%

EQUINE ONLY PRACTICE

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 17%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 66%

NO EMPLOYER HEALTH BENEFITS 17%

LAB ANIMAL SCIENCE

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 100%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 0%

NO EMPLOYER HEALTH BENEFITS 0%

ZOO/WILDLIFE REHABILITATION

HEALTH BENEFITS INCLUDING HEALTH SPENDING ACCOUNT 20%

HEALTH BENEFITS - NO HEALTH SPENDING ACCOUNT 60%

NO EMPLOYER HEALTH BENEFITS 20%





BENEFIT PACKAGE

% of Respondents Satisfied with Employer Provided Benefit Package, by Sector

SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
34%

SPECIALTY/ REFERRAL PRACTICE
20%

EMERGENCY/24 HOUR VETERINARY HOSPITAL
26%

EQUINE ONLY PRACTICE
38%

MIXED/LARGE ANIMAL VETERINARY HOSPITAL
40%

EDUCATOR
AHT/VMA/VMR PROGRAM
93%

INDUSTRY SALES/ MARKETING
80%

LAB ANIMAL SCIENCE
90%

PRACTICE MANAGEMENT
57%

SHELTER MEDICINE
57%

DVM PROGRAM TEACHING HOSPITAL
100%

ZOO/WILDLIFE REHABILITATION
50%



EMPLOYER PAID VACATION DAYS

Average Number of Employer Paid Vacation Days (# of Days) by sector



SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
12.3



SPECIALTY/ REFERRAL PRACTICE
12.6



EMERGENCY/24 HOUR VETERINARY HOSPITAL
10.6



EQUINE ONLY PRACTICE
11.4



MIXED/LARGE ANIMAL VETERINARY HOSPITAL
11.7



EDUCATOR
AHT/VMA/VMR PROGRAM
23.6



INDUSTRY SALES/ MARKETING
14



LAB ANIMAL SCIENCE
20



PRACTICE MANAGEMENT
15



SHELTER MEDICINE
16.5



DVM PROGRAM TEACHING HOSPITAL
15



ZOO/WILDLIFE REHABILITATION
13





EMPLOYER PAID PERSONAL DAYS

% of Respondents Receiving Employer Paid Personal Days, by Sector

SMALL ANIMAL VETERINARY HOSPITAL

INCLUDING EXOTICS/BIRDS/POCKET PETS

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 48%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 30%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 22%

SPECIALTY/ REFERRAL PRACTICE

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 15%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 65%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 20%

EMERGENCY/24 HOUR VETERINARY HOSPITAL

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 30%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 58%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 12%

EQUINE ONLY PRACTICE

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 29%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 14%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 57%

MIXED/LARGE ANIMAL VETERINARY HOSPITAL

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 43%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 25%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 32%

EDUCATOR

AHT/VMA/VMR PROGRAM

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 7%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 14%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 79%

INDUSTRY SALES/MARKETING

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 0%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 40%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 60%

LAB ANIMAL SCIENCE

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 0%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 0%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 100%

PRACTICE MANAGEMENT

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 25%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 38%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 37%

SHELTER MEDICINE

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 23%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 18%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 59%

DVM PROGRAM TEACHING HOSPITAL

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 0%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 0%

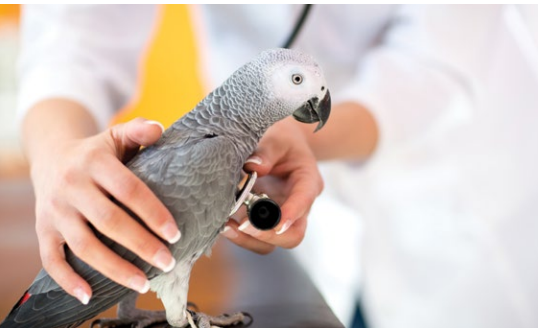
% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 100%

ZOO/WILDLIFE REHABILITATION

% OF RESPONDENTS RECEIVING
NO EMPLOYER PAID PERSONAL DAYS 20%

% OF RESPONDENTS RECEIVING
1-4 EMPLOYER PAID PERSONAL DAYS 20%

% OF RESPONDENTS RECEIVING
5+ EMPLOYER PAID PERSONAL DAYS 60%



ANNUAL WAGE INCREASE

% of Respondents Receiving an Annual Wage Increase, by Sector



SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
50%



SPECIALTY/ REFERRAL PRACTICE
65%



EMERGENCY/24 HOUR VETERINARY HOSPITAL
60%



EQUINE ONLY PRACTICE
43%



MIXED/LARGE ANIMAL VETERINARY HOSPITAL
48%



EDUCATOR
AHT/VMA/VMR PROGRAM
38%



INDUSTRY SALES/ MARKETING
20%



LAB ANIMAL SCIENCE
70%



PRACTICE MANAGEMENT
50%



SHELTER MEDICINE
48%



DVM PROGRAM TEACHING HOSPITAL
100%



ZOO/WILDLIFE REHABILITATION
0%



ACCUMULATED OVERTIME

Average Number Monthly Overtime Hours (# of Hours)

SMALL ANIMAL VETERINARY HOSPITAL
INCLUDING EXOTICS/BIRDS/POCKET PETS
4.3

SPECIALTY/ REFERRAL PRACTICE
9.4

EMERGENCY/24 HOUR VETERINARY HOSPITAL
5.8

EQUINE ONLY PRACTICE
10.4

MIXED/LARGE ANIMAL VETERINARY HOSPITAL
5.25

EDUCATOR
AHT/VMA/VMR PROGRAM
6.1

INDUSTRY SALES/ MARKETING
8

LAB ANIMAL SCIENCE
2.9

PRACTICE MANAGEMENT
8.9

SHELTER MEDICINE
3.7

DVM PROGRAM TEACHING HOSPITAL
3

ZOO/WILDLIFE REHABILITATION
2.4

ABOUT THIS DATA

In 2018 the ABVTA launched the Job Retention and Wage survey to members. This survey provided the ABVTA with considerable information and outlined areas of complex challenges Alberta RVTs face which impacts retention in the workplace and profession. The subject of wages and compensation was evident in the survey responses which indicated a need for further investigation.

In 2019, the ABVTA launched it's inaugural Wage and Benefit survey to obtain a snapshot of current RVT wages and benefit packages across Alberta. The ABVTA appreciates the members time to complete this important survey. The responses provided in this survey were used to develop and revise the current ABVTA strategic plan, which now includes the priority area of 'professional growth and support' with a focus on wellness, compensation and sustainability.

Please consider using this information and other tools provided by the ABVTA to assist in self-advocacy and professional advancement. Please note, the ABVTA does not set wages for RVTs, nor can we enforce wages for RVTs.

TOTAL NUMBER OF RESPONDENTS: 665