



# 2023 WAGE AND BENEFITS SURVEY



## EMPLOYMENT CATEGORY BREAKDOWN

### DIAGNOSTIC LABORATORY

Average: \$34.00 | Median: \$34.00

### EDUCATOR AHT/VMA/VMR PROGRAM

Average: \$31.25 | Median: \$31.00

### EMERGENCY/24 HOUR VETERINARY HOSPITAL

Average: \$30.67 | Median: \$30.00

### INDUSTRY SALES/MARKETING

Average: \$41.52 | Median: \$39.66

### LAB ANIMAL SCIENCE

Average: \$48.76 | Median: \$46.50

### VETERINARY TEACHING HOSPITAL

Average: \$31.73 | Median: \$31.73

### ZOO/WILDLIFE REHABILITATION

Average: \$25.17 | Median: \$24.50

### LARGE ANIMAL VETERINARY HOSPITAL

#### ALL SPECIES

Average: \$23.67 | Median: \$23.00

#### EQUINE ONLY

Average: \$26.27 | Median: \$27.00

#### FOOD ANIMAL ONLY

Average: \$29.18 | Median: \$29.50

### MIXED ANIMAL VETERINARY HOSPITAL

(EQUINE, FOOD ANIMAL AND SMALL ANIMAL)

Average: \$27.26 | Median: \$27.00

### SMALL ANIMAL VETERINARY HOSPITAL INCL. EXOTICS/BIRDS/POCKET PETS

Average: \$28.40 | Median: \$28.00

### OFFICE MANAGER

Average: \$40.00 | Median: \$40.00

### PRACTICE MANAGER

Average: \$34.50 | Median: \$32.00

### PRACTICE OWNER

Average: \$29.00 | Median: \$29.00

### SELF-EMPLOYED RELATED TO RVT FIELD

Average: \$39.44 | Median: \$40.50

### SHELTER MEDICINE

#### MUNICIPAL

Average: \$37.56 | Median: \$33.81

#### NON-PROFIT/CHARITY

Average: \$28.30 | Median: \$28.50

### SPAY/NEUTER CLINIC

Average: \$34.55 | Median: \$34.55

### SPECIALTY/REFERRAL PRACTICE

Average: \$31.06 | Median: \$30.42



## WAGE

PER HOUR

### TOTAL AVERAGE

\$29.58

### TOTAL MEDIAN

\$28.28



## AVERAGE WAGE INCREASE

FROM 2022 VS 2023

\$2.91 PER HOUR



## WAGE OF NEW GRADS

### < 1 YEAR EXPERIENCE

Average: \$22.28 | Median: \$22.50

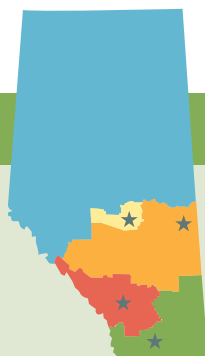
### 1 YEAR EXPERIENCE

Average: \$24.33 | Median: \$23.99

### 2 YEARS' EXPERIENCE

Average: \$25.69 | Median: \$25.50

## AVERAGE WAGE BY LOCATION



**NORTH ZONE** \$28.11  
Living Wage: \$22.48

**CENTRAL ZONE** \$27.02  
Living Wage: \$19.15

**EDMONTON ZONE** \$29.32  
Living Wage: \$22.04

**CALGARY ZONE** \$31.08  
Living Wage: \$28.07

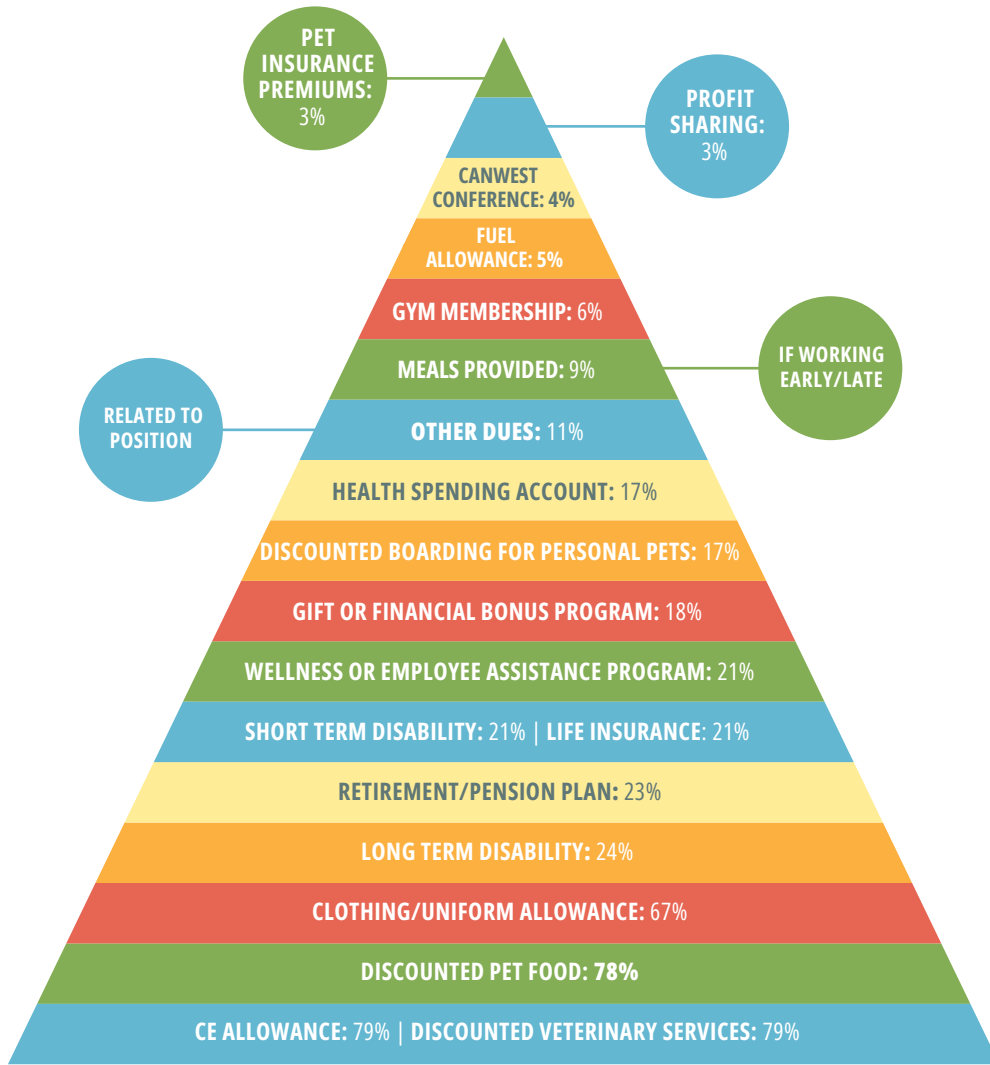
**SOUTH ZONE** \$29.82  
Living Wage: \$19.00

★ Respondents reported VTS designation



## ADDITIONAL COMPENSATION/BENEFITS

% of Respondents



## YEARS OF EXPERIENCE

<b>1-2 YEARS</b>	Average: \$24.71   Median: \$24.25
<b>3-4 YEARS</b>	Average: \$27.53   Median: \$27.01
<b>5-6 YEARS</b>	Average: \$28.92   Median: \$28.00
<b>7-8 YEARS</b>	Average: \$29.71   Median: \$29.00
<b>9-10 YEARS</b>	Average: \$30.35   Median: \$30.00
<b>11-12 YEARS</b>	Average: \$30.84   Median: \$28.50
<b>13-14 YEARS</b>	Average: \$31.32   Median: \$30.90
<b>15-16 YEARS</b>	Average: \$33.93   Median: \$31.00
<b>17-18 YEARS</b>	Average: \$32.29   Median: \$30.25
<b>19-20 YEARS</b>	Average: \$30.67   Median: \$28.75
<b>21-22 YEARS</b>	Average: \$31.43   Median: \$30.00
<b>23-24 YEARS</b>	Average: \$34.28   Median: \$36.00
<b>25-26 YEARS</b>	Average: \$35.69   Median: \$32.00
<b>27-28 YEARS</b>	Average: \$28.68   Median: \$29.00
<b>29-30 YEARS</b>	Average: \$33.00   Median: \$31.00
<b>31-32 YEARS</b>	Average: \$35.72   Median: \$33.13
<b>33-34 YEARS</b>	Average: \$40.24   Median: \$32.95
<b>35 OR MORE YEARS</b>	Average: \$32.71   Median: \$32.25

## ABOUT THIS DATA



In 2019, the ABVTA launched its inaugural Wage and Benefit Survey to obtain a snapshot of current RVT wages and compensation packages across Alberta. The ABVTA appreciates the members time to complete this important survey.

Please consider using this information and other tools provided by the ABVTA to assist in 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: 480