

# OAVT 2015 Wage Survey



**The OAVT's annual wage survey** showed some promising trends in 2015. Wages showed an overall increase year-to-year. Data gathered from the 900 RVTs who participated in the wage survey showed an average wage of \$19.82 per hour. That is up from \$19.05 in the 2014 wage survey, representing a four percent increase in wages between the two years.

Also on the rise are work benefits. The number of RVTs reporting benefits from their employers rose at least five percent in almost every category. RVTs receiving health insurance from their place of employment rose from 51% in 2014 to 57% in 2015. Likewise, 54% of RVT

respondents in 2014 said their employers paid for their continuing education (CE). That number rose to 62% in 2015.

We encourage you to look through the data compiled in the survey, but we wanted to draw your attention to some interesting numbers:

- Not surprisingly, experience had a huge impact on hourly wage. Respondents who have been working as an RVT for less than a year saw an average wage of \$15.50 per hour. The \$20 per hour benchmark was reached, on average, by RVTs who have been working in the field for seven to eight years. And by the time RVT respondents reached 28 years in the industry, they were reporting wages close to \$30 per hour.
- About 75% of all respondents reported receiving free or discounted pet food, animal services (including diagnostics, testing, surgery) and animal medications as a benefit from their employer.
- Nearly 60% of respondents said that their employers pay for their OAVT membership dues as an added benefit.
- According to the data, the highest paid RVTs are working in Toronto, York and Wellington-Dufferin-Guelph, where average wages are between \$21 and \$22 per hour. The lowest wages were reported across extreme southwestern Ontario, where RVTs are earning closer to \$17 per hour.
- The more specialized the job, the more money RVTs can make. While the average wage for RVTs overall was \$19.82 per hour, those working in specialty referral hospitals are making closer to \$24 per hour. RVTs working in research facilities reported making nearly \$25.50 per hour on average. Practice managers weren't too far behind at \$23 per hour.



## Average Wage

**\$19.82/hour**

## Never stop learning!

**62%** of respondents say their employers financially contribute to their CE.

## RVT Wages, By Years of Experience



Years as an RVT	Number of Respondents	Average Wage (Per Hour)
< 1	80	\$15.50
1-2	80	\$16.04
2-4	156	\$17.58
4-6	104	\$18.62
6-7	49	\$19.58
7-8	42	\$20.04
8-10	96	\$20.35
10-13	99	\$21.98
13-16	57	\$24.05
16-19	42	\$25.87
19-28	74	\$22.92
28-34	9	\$29.43
34 +	8	\$25.74

## RVT Wages, By Sector

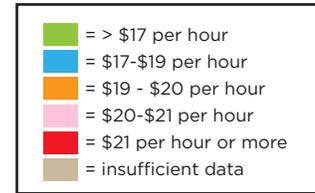
Sector	Number of Respondents	Average Wage (Per Hour)
Conventional Veterinary Hospital – Small Animal	618	\$18.16
Conventional Veterinary Hospital – Exotics, Birds, Pocket Pets	42	\$17.44
Conventional (mobile) or Emergency Veterinary Hospital - Equine & Food Animal	10	\$20.86
Conventional/ Emergency Veterinary Hospital - Mixed - Equine, Food and Small Animals	39	\$18.60
Emergency Veterinary Hospital	103	\$20.54
Shelter Medicine	43	\$21.97
Spay/Neuter Clinic	22	\$18.01
Specialty Referral	44	\$24.18
Surgical Referral	13	\$21.14
Research Facility	39	\$25.41
Educator – Veterinary Technology Program	19	\$37.33
Industry Sales (Pharmaceuticals)	<10	\$36.28
Office/Practice Manager	14	\$23.34
Other	21	\$24.30

**60%** of all respondents work in conventional small animal hospitals.

**Did you know?**  
The OAVT Wage Survey data showed a 4% increase in the average hourly wage for RVTs between 2014 and 2015.

# RVT Wages, By Location

Location	Number of Respondents	Average Wage (Per Hour)
Brant County	11	\$16.80
Chatham-Kent	11	\$17.70
Durham Region	38	\$19.29
Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry)	32	\$19.42
Elgin – St. Thomas	10	\$20.36
Grey-Bruce / Huron / Perth	31	\$17.35
Halton Region	30	\$19.94
Haldimand-Norfolk	11	\$16.97
Hamilton	42	\$18.92
Hastings-Prince Edward	17	\$17.52
Kingston, Frontenac, Lennox & Addington	25	\$18.08
Leeds, Grenville & Lanark	14	\$18.53
Middlesex-London/ Lambton	56	\$19.18
Niagara Region	26	\$19.75
North Bay-Parry Sound/ Haliburton-Kawartha-Pine Ridge (HKPR)	17	\$18.33
Northwestern/Thunder Bay/Porcupine /Algoma	19	\$17.71
Ottawa	85	\$18.93
Oxford County	24	\$18.19
Peel Region	40	\$19.29
Peterborough	23	\$18.85
Simcoe-Muskoka	53	\$20.80
Sudbury & District	19	\$20.71
Toronto	131	\$21.64
Waterloo	49	\$19.59
Wellington-Dufferin-Guelph	55	\$22.00
Windsor-Essex	31	\$16.97
York	45	\$21.23



What do RVTs make in Canada's largest city?

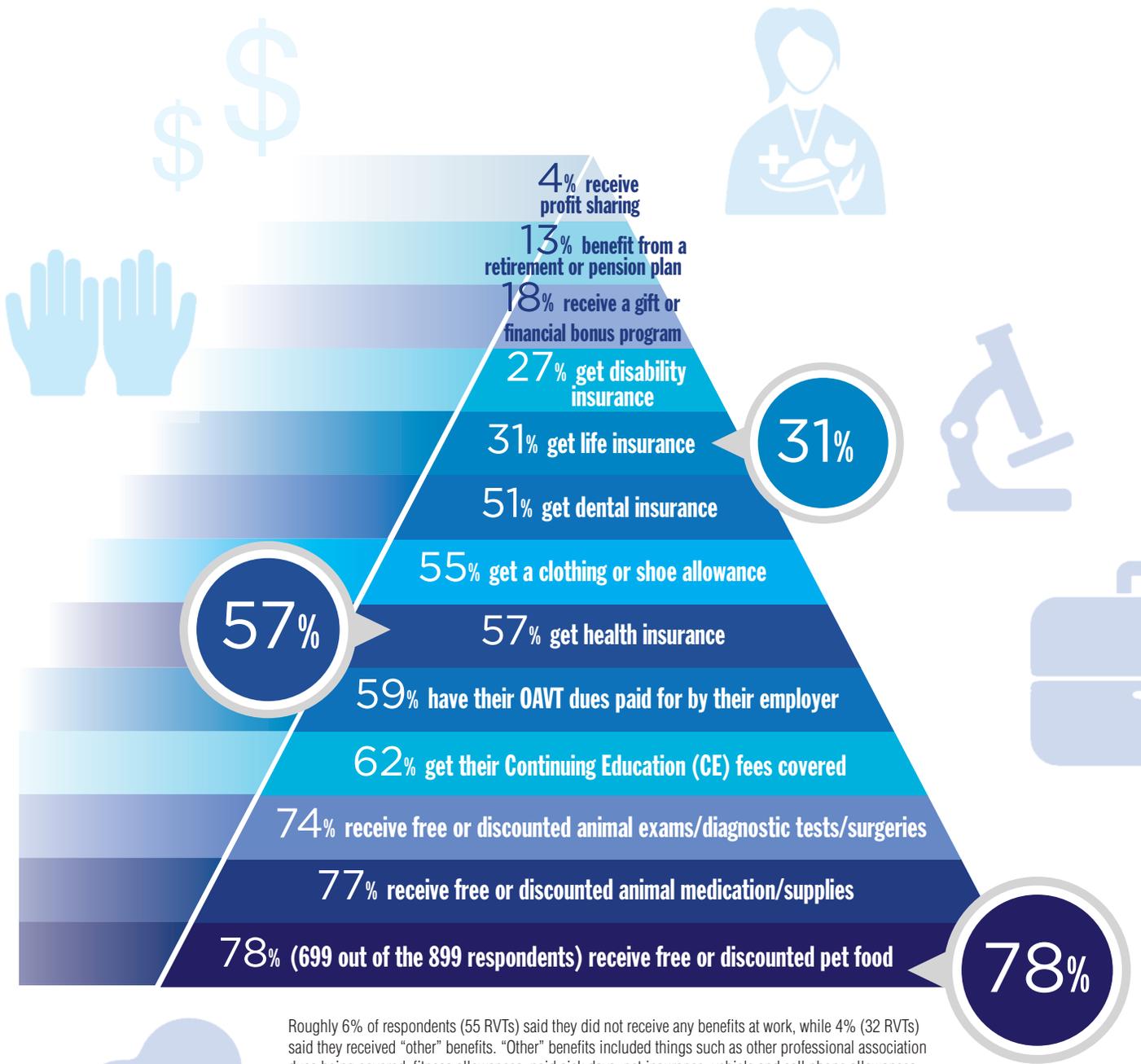
**RVTs make an average of \$21.64 per hour in the city of Toronto.**



\*Note: Ten respondents came from "out of province" and averaged \$24.70 per hour.

# Employee Benefits

According to the 899 RVT respondents...



Roughly 6% of respondents (55 RVTs) said they did not receive any benefits at work, while 4% (32 RVTs) said they received "other" benefits. "Other" benefits included things such as other professional association dues being covered, fitness allowances, paid sick days, pet insurance, vehicle and cell phone allowances, and gas allowance.