

OAVT's 2018 Wage & Compensation Survey

Based on nearly 1,000 responses to our annual survey, the OAVT has compiled the 2018 Wage & Compensation Survey Results.

We are pleased to report that the average wage for RVTs in Ontario climbed to \$21.63 in 2018. That's up from \$21.06 in 2017, representing a 2.75% increase – which outpaced the average inflation rate across Canada in 2018. (Both Canada and Ontario saw the 2018 average inflation rate dip below 1.9%, as of November 2018.)

Please take a look at some of the data we have found to be of most interest. As a reminder, the OAVT does not set these wages, nor can we enforce them. This data is a snapshot of what is happening across Ontario. If you feel you are not being paid fairly, the OAVT wants to provide you with the tools to help you advocate for yourself.

Average Wage

\$21.63/hour

RVT Wages, By Years of Experience

| Years as an RVT | Number of Respondents | Average Wage (Per Hour) |
|-----------------|-----------------------|-------------------------|
| < 1 | 51 | \$17.28 |
| 1-2 | 129 | \$18.10 |
| 3-4 | 125 | \$18.85 |
| 5-6 | 126 | \$19.88 |
| 7-8 | 115 | \$21.45 |
| 9-10 | 81 | \$22.42 |
| 11-14 | 121 | \$23.41 |
| 15-18 | 102 | \$25.13 |
| 19-24 | 87 | \$26.44 |
| 25-30 | 37 | \$22.97 |
| 31 or more | 19 | \$31.27 |

RVT Wages, By Sector*

| Sector | Number of Respondents | Average Wage (Per Hour) |
|--|-----------------------|-------------------------|
| Small Animal Veterinary Hospital -Including Exotics/Birds/Pocket Pets | 625 (63.3%) | \$19.95 |
| Mixed Animal Veterinary Hospital - Equine, Food Animal, and Small Animal | 51 | \$19.61 |
| Large Animal Veterinary Hospital (equine only) | 13 | \$20.87 |
| Emergency / 24 Hour Veterinary Hospital | 74 | \$21.18 |
| Shelter Medicine | 34 | \$24.32 |
| Veterinary Teaching Hospital | 13 | \$32.27 |
| Specialty / Referral Practice | 48 | \$24.51 |
| Lab Animal Science | 42 | \$30.36 |
| Educator – Veterinary Technology Program | 14 | \$36.95 |
| Office/Practice Manager | 18 | \$26.86 |
| Industry Sales / Marketing | 25 | \$29.12 |

92%

of RVTs said they have **not been unemployed** at any time over the last 12 months

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

Did You Know?

Average vs. Median

- While the average wage of all RVTs in Ontario was \$21.63, the median was exactly \$20.00.
- 64% of RVTs said they received a raise in the last 12 months. The average wage increase was \$0.86, and the median was \$0.50

Raising the Bar

- While many RVTs reported having additional titles or certifications, the most common among respondents were: an undergrad degree (17%), an additional college diploma (5%), RLAT or RMLAT (4%), Wildlife Rehabilitation Certificate (3%), masters degree (1%), VTS (1%), Certified Canine Rehabilitation Practitioner (1%), Certified Dog Trainer / Behaviour Consultant (1%)

Vacation Time

- 73% of respondents said they get 2-3 weeks vacation.

Sick Days/Personal Days

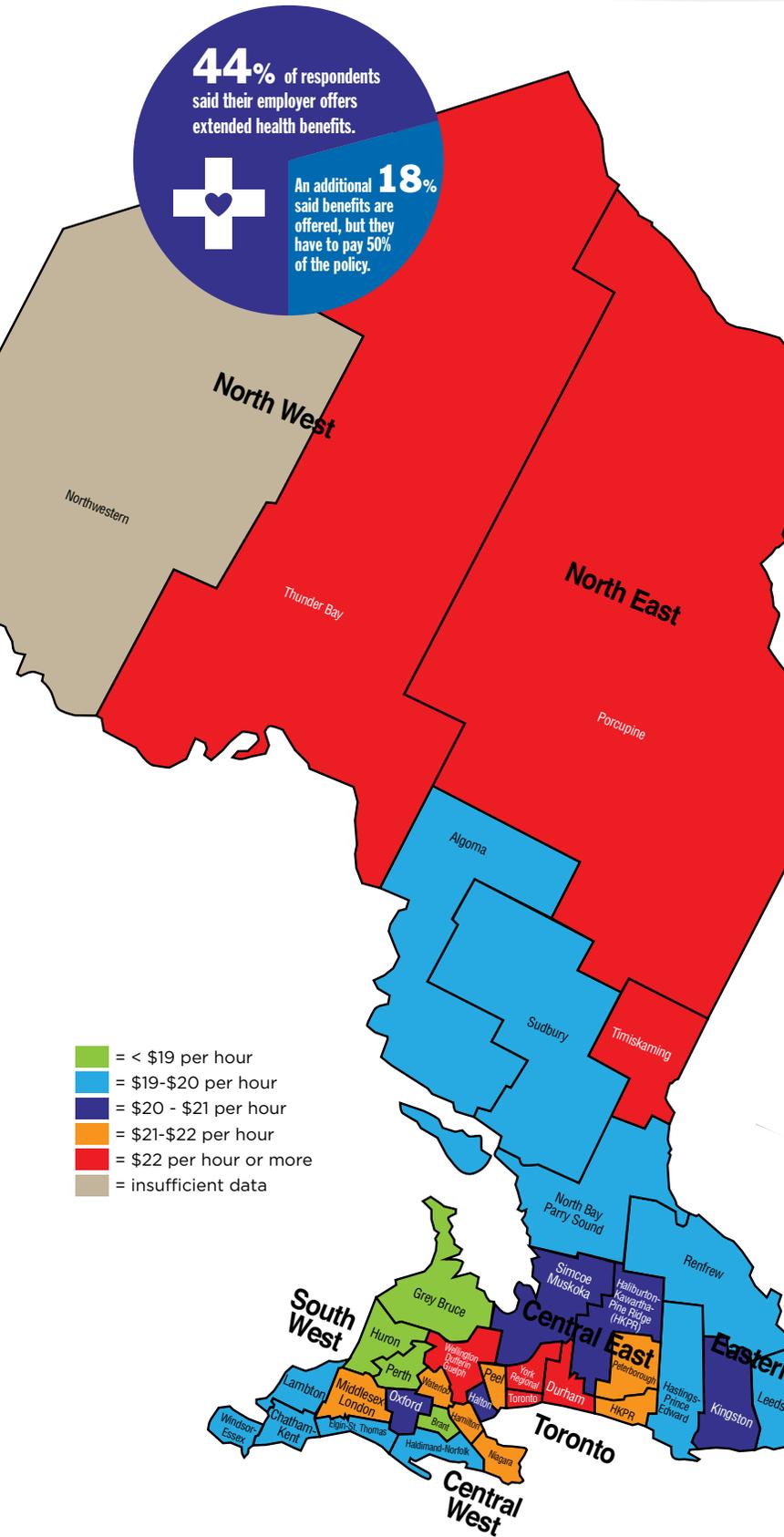
- 18% of respondents receive only 1 paid sick day/ personal day or less
- 30% of respondents receive 2 days
- 13% of respondents receive 3 days
- 15% of respondents receive 5 days

RVT Wages, By Location

44% of respondents said their employer offers extended health benefits.



An additional **18%** said benefits are offered, but they have to pay 50% of the policy.



| Location | Number of Respondents | Average Wage (Per Hour) |
|---|-----------------------|-------------------------|
| Brant County | 12 | \$18.04 |
| Chatham-Kent / Lambton | 17 | \$19.48 |
| Durham Region | 40 | \$22.08 |
| Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry) | 15 | \$19.39 |
| Elgin – St. Thomas / Haldimand-Norfolk | 16 | \$19.71 |
| Grey-Bruce | 16 | \$18.38 |
| Halton Region | 55 | \$20.22 |
| Hamilton-Wentworth | 47 | \$21.44 |
| Hastings-Prince Edward | 11 | \$19.22 |
| Huron / Perth | 14 | \$18.75 |
| Kingston, Frontenac and Lennox & Addington | 35 | \$20.43 |
| Leeds, Grenville & Lanark | 17 | \$19.41 |
| Middlesex-London | 56 | \$21.70 |
| Niagara Region | 31 | \$21.78 |
| North Bay-Parry Sound | 10 | \$19.09 |
| Ottawa-Carleton | 89 | \$20.52 |
| Oxford County | 10 | \$20.75 |
| Peel Region | 46 | \$21.69 |
| Peterborough | 23 | \$21.06 |
| Renfrew | 18 | \$19.92 |
| Simcoe-Muskoka / Haliburton-Kawartha-Pine Ridge (HKPR) | 64 | \$20.70 |
| Sudbury / Algoma | 21 | \$19.94 |
| Thunder Bay/ Porcupine / Timiskaming | 10 | \$24.10 |
| Toronto | 130 | \$24.35 |
| Waterloo | 50 | \$21.63 |
| Wellington-Dufferin-Guelph | 44 | \$25.14 |
| Windsor-Essex | 33 | \$19.89 |
| York | 63 | \$24.98 |

Additional Compensation

A breakdown of the percentage of respondents who reported having additional compensation from their employers (aside from wages).

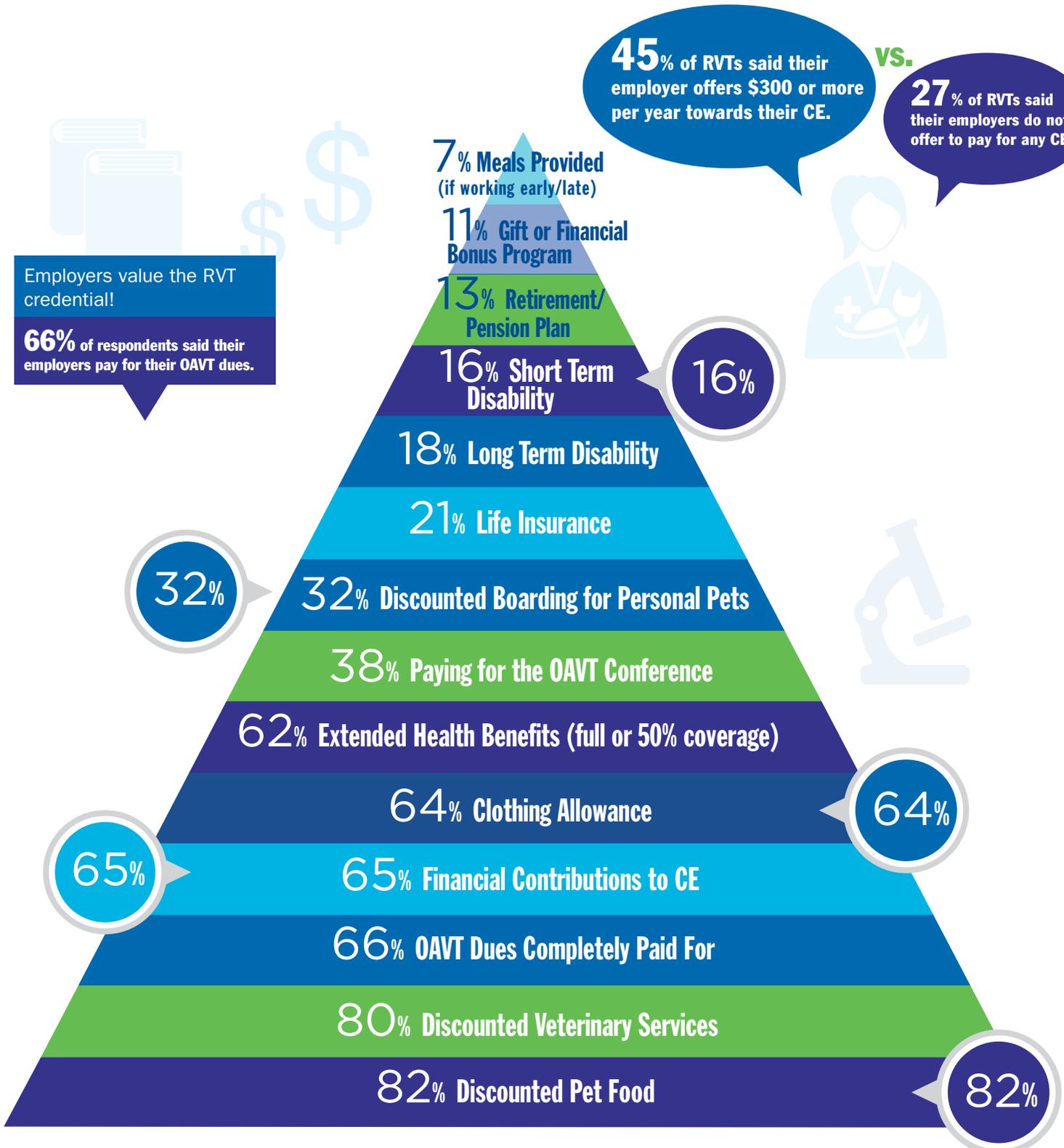
45% of RVTs said their employer offers \$300 or more per year towards their CE.

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27% of RVTs said their employers do not offer to pay for any CE.

Employers value the RVT credential!

66% of respondents said their employers pay for their OAVT dues.



Digging Deeper

Taking a closer look at some of the data collected from RVT respondents.



A closer look at our

biggest city: 130 RVTs from Toronto responded to the survey. Using their data, the average wage was \$24.35, the median was \$22.75, and the average broken down for each region was as follows:

- Central Toronto - **\$23.78**
- Downtown - **\$24.00**
- Etobicoke - **\$21.58**
- North York - **\$24.98**
- Scarborough - **\$21.13**



Highs and Lows: 63% of all respondents (629 RVTs) work in a small animal veterinary hospital. Of those respondents, the lowest wage reported was \$14.00 per hour; the highest wage reported was \$35.00 per hour.



Ask for a review!

Does your employer give you a yearly performance review? Ask for one! Only 48% of respondents have had a performance review over the last 12 months.



Shelter Medicine Breakdown:

Shelter medicine RVTs accounted for roughly 3% of all respondents. When you break down the average wage for Shelter RVTs (\$24.32), the number is actually \$18.55 for RVTs who work in not for profit/charity and \$29.60 for RVTs who work for municipalities.



Snapshot of the RVT Workforce: Of our 993 respondents...

- 9% reported being on maternity/paternity leave at some point over the last 12 months
- 4% reported being on medical leave at some point over the last 12 months
- 16% of respondents said they have only been at their current workplace for less than 1 year; 26% have been at their current workplace 1-2 years and 17% have been at their current workplace 3-4 years. (On the flipside, 5% of respondents have been at their current workplace for 18 years or more!)



Highest Paid Region:

While the average wage in Wellington-Dufferin-Guelph was the highest in the province (\$25.14), the average dropped to \$22.14 when we removed the wages of RVTs working in the veterinary teaching hospital. This aligns closely with the median for all RVT wages in Wellington-Dufferin-Guelph, which was \$22.25.