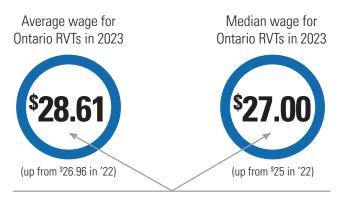
OAVT's Wage & Compensation Report 2023

Each year, we ask OAVT members to provide input on wages and compensation so we can monitor trends in the RVT profession and address gaps that might be present. Once again, approximately 30% of our membership completed this year's survey.



Fewer than 1% of respondents are earning less than 20/hr – down from 2% in 2022 and 13.7% in 2021.

70% of respondents reported receiving a raise in 2023. The average raise was \$2.60/hr.

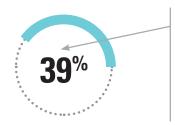


of respondents work in a traditional small animal practice (a 0.5% drop from '22).

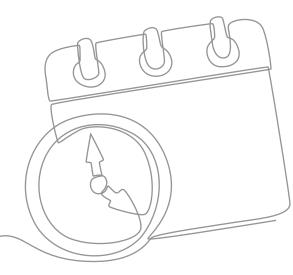
Their average wage is \$25.97 (up from \$24.74 in '22). Of those respondents, 58% work in independently-owned practices, while 42% work in corporately-owned ones. The gap between the number of independently-owned practices and those owned by a corporation continues to narrow.



have been at their current workplace for five years or less - 16% for less than one year.



of respondents receive the standard two weeks of vacation. 31% of respondents have three weeks of vacation, while 18% have more than three weeks.

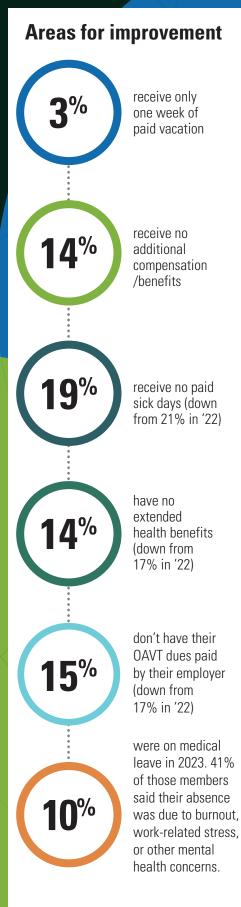


RVT wages by years of experience

Years as an RVT	Average Hourly Wage	Median Hourly Wage	Number of Respondents
>1	23.89	23.85	56
1-2	25.10	24.85	110
3-5	26.28	25	288
6-10	27.96	27	303
11-15	29.26	27.55	241
16-20	30.36	28.93	164
21-25	33.26	30	108
25+	33.87	29.69	110

RVT wages by location

Brant/Haldimand-Norfolk 13 26.11 24 Chatham-Kent 12 26.51 24.15 District of Algoma 8 25.85 24 Durham Region 60 30.05 27 Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry) 9 26.70 25.96 Stormont, Dundas & Glengarry) 15 28.47 27 Haliburton-Kawartha Pine Ridge 15 28.47 27 Haton Region 44 28.74 27 Harnilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25.50 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65	Location	# of Respondents	Avg Wage (Per Hour)	Median Wage (Per Hour)
District of Algoma 8 25.85 24 Durham Region 60 30.05 27 Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry) 9 26.70 25.96 Grey-Bruce 25 25.18 24.95 Haliburton-Kawartha Pine Ridge 15 28.47 27 Handin Region 44 28.74 27 Hamilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 27.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 <	Brant/Haldimand-Norfolk	13	26.11	24
Durham Region 60 30.05 27 Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry) 9 26.70 25.96 Grey-Bruce 25 25.18 24.95 Haliburton-Kawartha Pine Ridge 15 28.47 27 Hanilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28	Chatham-Kent	12	26.51	24.15
Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry) 9 26.70 25.96 Grey-Bruce 25 25.18 24.95 Haliburton-Kawartha Pine Ridge 15 28.47 27 Haliburton-Kawartha Pine Ridge 15 28.47 27 Hanilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72	District of Algoma	8	25.85	24
Stormont, Dundas & Glengarry) Grey-Bruce 25 25.18 24.95 Haliburton-Kawartha Pine Ridge 15 28.47 27 Halton Region 44 28.74 27 Hamilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (0xford County, Elgin County & City of St. Thomas)	Durham Region	60	30.05	27
Haliburton-Kawartha Pine Ridge 15 28.47 27 Halton Region 44 28.74 27 Hamilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (0xford County, Elgin County & City of St. Thomas) 25 25 Sudbury 19 29.63 24 Timiskaming/Porcupine		9	26.70	25.96
Halton Region 44 28.74 27 Hamilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 25 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontari	Grey-Bruce	25	25.18	24.95
Hamilton 46 28.27 26 Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, 82 32 27.15 25 Elgin County & City of St. Thomas) 23 24 1 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwest	Haliburton-Kawartha Pine Ridge	15	28.47	27
Hastings-Prince Edward Counties 10 25.48 25 Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, 82 32 27.15 25 Elgin County & City of St. Thomas) 25 25 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25	Halton Region	44	28.74	27
Huron-Perth 22 25.87 25.50 Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, 8 City of St. Thomas) 32 27.15 25 Elgin County & City of St. Thomas) 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78	Hamilton	46	28.27	26
Kingston, Frontenac/Lennox/Addington 44 26.93 25 Lambton 9 26.96 27 Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 24 Timiskaming/Porcupine 9 38.48 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30<	Hastings-Prince Edward Counties	10	25.48	25
Lambton926.9627Leeds, Grenville/Lanark3725.6525London-Middlesex7927.6627Niagara Region3726.8525.75North Bay-Parry Sound1624.2723.50Ottawa12629.9428.05Peel Region6028.6527Peterborough County2325.8026Renfrew County1125.7224.90Simcoe-Muskoka5827.3128Southwestern (Oxford County, Bigin County & City of St. Thomas)3227.1525Sudbury1929.6324Timiskaming/Porcupine938.4825Toronto15731.1730Waterloo Region6027.9826.78Wellington-Dufferin-Guelph6031.2030Windsor-Essex5123.8023	Huron-Perth	22	25.87	25.50
Leeds, Grenville/Lanark 37 25.65 25 London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 1 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 2	Kingston, Frontenac/Lennox/Addington	44	26.93	25
London-Middlesex 79 27.66 27 Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 1 Timiskaming/Porcupine 9 38.48 25 1 Thunder Bay/Northwestern Ontario 16 25.88 25 1 Toronto 157 31.17 30 30 30 30 Wellington-Dufferin-Guelph 60 31.20 30 30 30	Lambton	9	26.96	27
Niagara Region 37 26.85 25.75 North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Leeds, Grenville/Lanark	37	25.65	25
North Bay-Parry Sound 16 24.27 23.50 Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	London-Middlesex	79	27.66	27
Ottawa 126 29.94 28.05 Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Niagara Region	37	26.85	25.75
Peel Region 60 28.65 27 Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	North Bay-Parry Sound	16	24.27	23.50
Peterborough County 23 25.80 26 Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Ottawa	126	29.94	28.05
Renfrew County 11 25.72 24.90 Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Peel Region	60	28.65	27
Simcoe-Muskoka 58 27.31 28 Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Peterborough County	23	25.80	26
Southwestern (Oxford County, Elgin County & City of St. Thomas) 32 27.15 25 Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Renfrew County	11	25.72	24.90
Elgin County & City of St. Thomas) Sudbury 19 29.63 24 Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Simcoe-Muskoka	58	27.31	28
Timiskaming/Porcupine 9 38.48 25 Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23		32	27.15	25
Thunder Bay/Northwestern Ontario 16 25.88 25 Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Sudbury	19	29.63	24
Toronto 157 31.17 30 Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Timiskaming/Porcupine	9	38.48	25
Waterloo Region 60 27.98 26.78 Wellington-Dufferin-Guelph 60 31.20 30 Windsor-Essex 51 23.80 23	Thunder Bay/Northwestern Ontario	16	25.88	25
Wellington-Dufferin-Guelph6031.2030Windsor-Essex5123.8023	Toronto	157	31.17	30
Windsor-Essex 51 23.80 23	Waterloo Region	60	27.98	26.78
	Wellington-Dufferin-Guelph	60	31.20	30
York Region 84 31.74 29.99	Windsor-Essex	51	23.80	23
	York Region	84	31.74	29.99





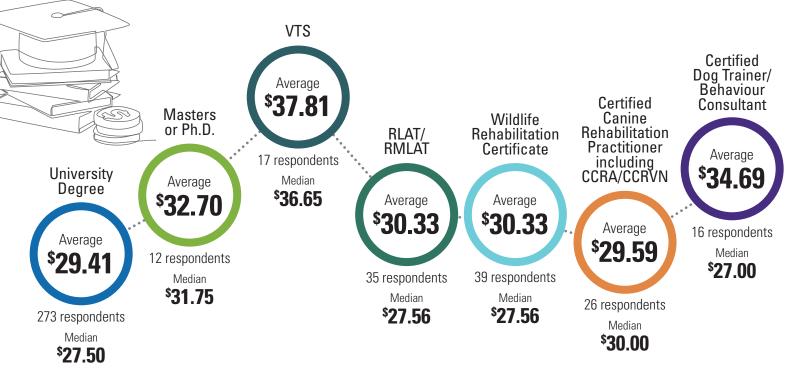
RVT wages by sector

Sector*	Average Hourly Wage	Median Hourly Wage	Number of Respondents
Small Animal Veterinary Hospital (including Exotics/Birds/Pocket Pets)	25.97	25.20	827
Large Animal Veterinary Practice (Including Food Animal, Ruminants and Equine)	27.94	27	25
Mixed Animal Veterinary Practice (Equine, Food Animal, and Small Animal)	25.34	25	67
Emergency/24 Hour Veterinary Hospital	29.61	29	121
Shelter Medicine (Municipal and Not-for-profit)	32.12	27.55	44
Specialty/Referral Practice	33.07	32	93
Veterinary Teaching Hospital	38.31	39.27	20
Educator - Veterinary Technology Program	52.66	43	21
Research/Lab Animal Science	32.83	32	41
Industry Sales/Marketing	38.31	38.12	30
Office Manager/Practice Manager	32.24	30.96	39
Self-Employed (related to the RVT field)	39.25	33	11
Locum	36.59	35	11

*While other sectors were identified, they were not included as they had less than 8 respondents.

Additional Qualifications*

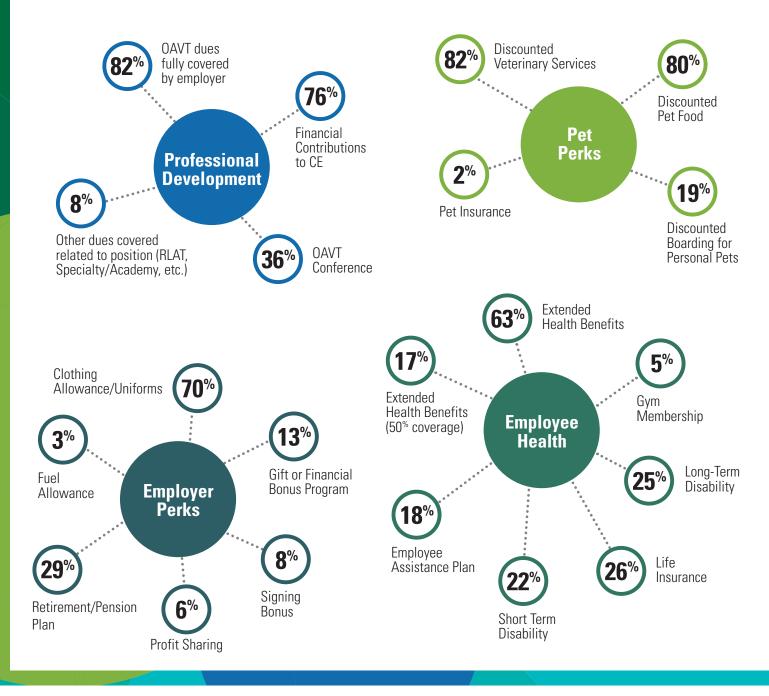
By pursuing additional qualifications, members can broaden their knowledge and enhance their skills in the delivery of specific services. These qualifications can favourably affect members' earning potential.



*Other qualifications were not included as they had less than 8 respondents.

Additional Compensation

While salary is certainly a critical element of job satisfaction, it's good to consider factors beyond a paycheck that can contribute to overall fulfillment. To help improve workplace culture and limit employee turnover, employers should offer supplementary benefits that employees find valuable. Following is a tally of the most common benefits provided to members.



Thank you to the OVMA's Director of Economic Research, for assisting with data compilation.