

## RVT wages by location



Location	# of Respondents	Avg Wage (Per Hour)	Median Wage (Per Hour)
Brant, Haldimand-Norfolk	21	28.04	27
Chatham-Kent	11	29.65	27.50
District of Algoma	4	26.62	26.22
Durham Region	30	29.44	27
Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry)	11	28.39	27
Grey - Bruce	20	28	26.18
Haliburton-Kawartha Pine Ridge	16	28.04	28
Halton Region	40	29.20	28
Hamilton	37	28.31	27
Hastings-Prince Edward Counties	14	26.63	26.34
Huron-Perth	11	28.32	27
Kingston, Frontenac/Lennox/Addington	26	26.26	26.28
Lambton	10	28	27.75
Leeds, Grenville/Lanark	25	28.22	27
London-Middlesex	57	28.80	27.76
Niagara Region	28	27.40	27.25
North Bay-Parry Sound	11	27.14	27
Ottawa	102	30.66	29.50
Peel Region	29	30.65	27.98
Peterborough County	12	29.08	28.08
Renfrew County	11	26.80	25.76
Simcoe-Muskoka	58	29.88	28
Southwestern (Oxford County, Elgin County & City of St. Thomas)	24	28.86	28.55
Sudbury	14	25.04	25
Thunder Bay/Northwestern Ontario	13	27.09	26
Timiskaming/Porcupine	9	33.26	25.25
Toronto	118	33.63	32
Waterloo Region	60	28.96	27.73
Wellington-Dufferin-Guelph	59	32.32	30
Windsor-Essex	24	24.99	24.63
York Region	60	31.42	30.77

## Member Wellbeing

Survey respondents gave a glimpse into some common issues encountered by RVTs.



15%

of respondents receive no paid sick days (19% in '23), 30% receive between 1 and 3 days, while 55% receive 4 days or more.

13.8%

of respondents work more than 40 hrs a week in one workplace.

31.6%

have a second job in addition to their fulltime job. 58.5% of those respondents said a second job was needed to cover living expenses.

35.8%

of respondents said that in the last 12 months they struggled with burnout/work-related stress that required medical attention/professional support.

38.9%

indicated they had left a workplace in the veterinary industry due to burnout/work-related stress.

46.7%

have considered leaving the RVT profession in the last 12 months.

We know that stress levels, workload, and staff conflict are just some of the pressures faced by those in the veterinary profession. As your member association, the OAVT is committed to providing resources to help you navigate both professional and personal challenges you may be dealing with.



<https://oavt.org/wellness-resources/>

## OAVT's Wage & Compensation Report 2024

Having 22% of our active RVT members participate in this year's Wage & Compensation Survey provides statistically valid data which allows members to benchmark their compensation with their peers across the province and offers insight into matters that could help drive change. This data is just a snapshot for Ontario RVTs, based on information provided by members who chose to participate.

Average wage for Ontario RVTs  
**\$29.80**  
(up from \$28.61 in '23)

Median wage for Ontario RVTs  
**\$28.11**  
(up from \$27 in '23)

70.6% of respondents reported receiving a raise in 2024. The average raise was \$1.87/hr.

57.7%

of respondents work in a traditional small animal practice and their average wage is \$30.32.

58.8% of respondents who indicated they work at a veterinary practice, work at an **independently owned clinic**, while **41.2%** are employed with a clinic that is owned by a **corporation**.

Despite living in the second most expensive province according to a 2023 report<sup>1</sup>, RVTs in Ontario are among the lowest paid, ahead of only Saskatchewan and New Brunswick<sup>2</sup>.

60.4%

have been at their current workplace for five years or less – 13.8% for less than one year.

37.6%

of respondents receive the standard two weeks of vacation. 32.6% of respondents have three weeks of vacation, while 20.5% have more than three weeks.



ONTARIO ASSOCIATION OF VETERINARY TECHNICIANS





## RVT wages by years of experience

Years as an RVT	Average Hourly Wage	Median Hourly Wage	Number of Respondents
>1	25.34	25	27
1-2	25.44	25	83
3-5	27.11	26.80	178
6-10	28.97	28	245
11-15	30.38	29	173
16-20	32.79	30.96	127
21-25	34.39	31	78
25+	34.46	30.90	78

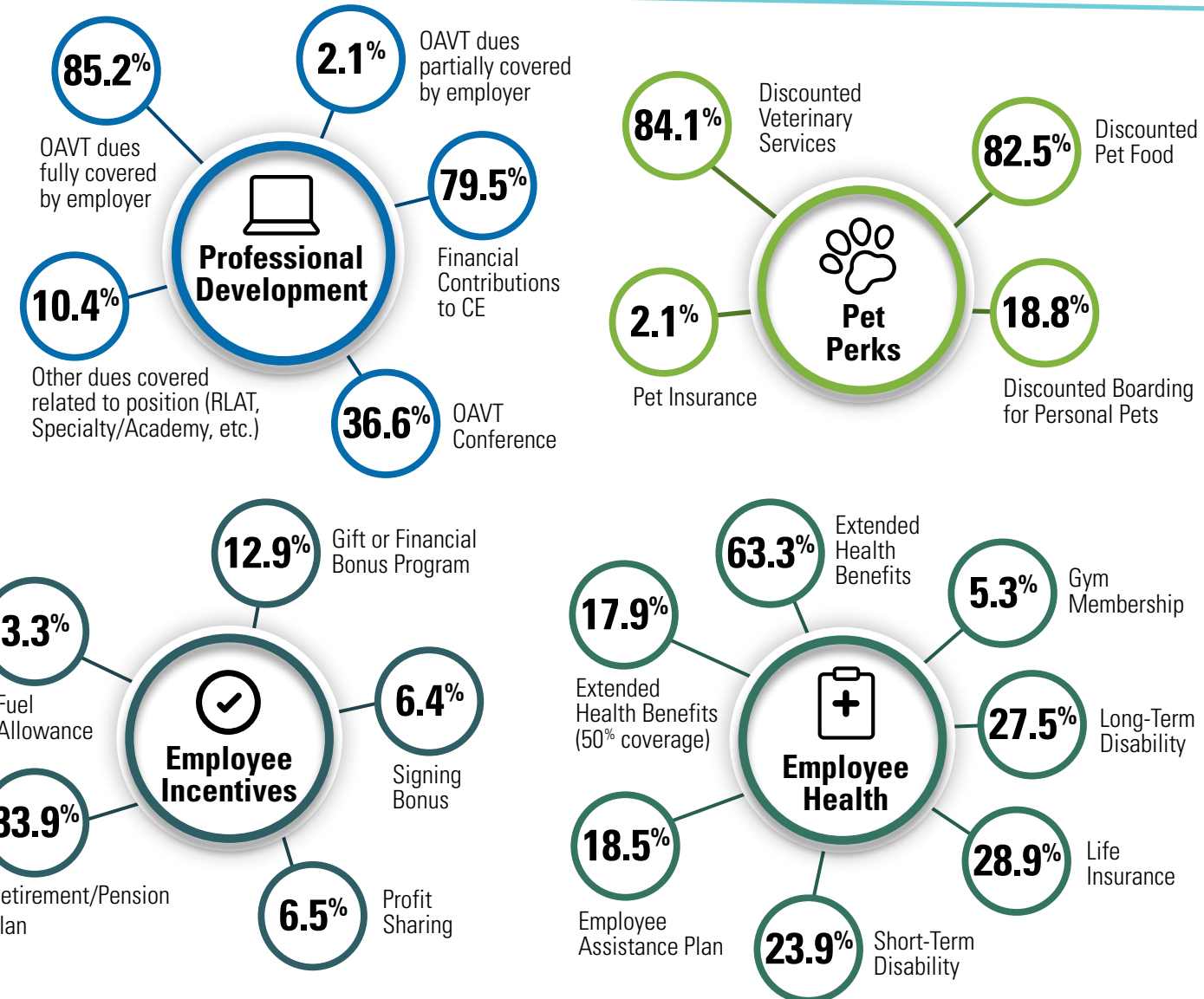
## RVT wages by sector

Sector*	Average Hourly Wage	Median Hourly Wage	Number of Respondents
Small Animal Veterinary Practice (including Exotics/Avians/Small Mammals)	27.43	27	571
Large Animal Veterinary Practice (Including Food Animals, Ruminants, Equines, Llamas/Alpacas, etc.)	28.47	28.05	11
Mixed Animal Veterinary Practice (Equines, Food Animals, and Small Animals, etc.)	27.16	26.53	48
Emergency/24-Hour Veterinary Hospital	31.07	30	73
Shelter Medicine (Municipal or Not-for-Profit)	33.59	28.11	24
Specialty/Referral Practice	33.18	33.17	66
Veterinary Teaching Hospital	40.39	41.27	15
Educator - Veterinary Technology Program	55.09	50	9
Research/Lab Animal Science	38.46	35.05	28
Office Manager/Practice Manager	33.04	31.25	29
Industry Sales/Marketing	44.24	40.68	19
Locum	34.95	35	10

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

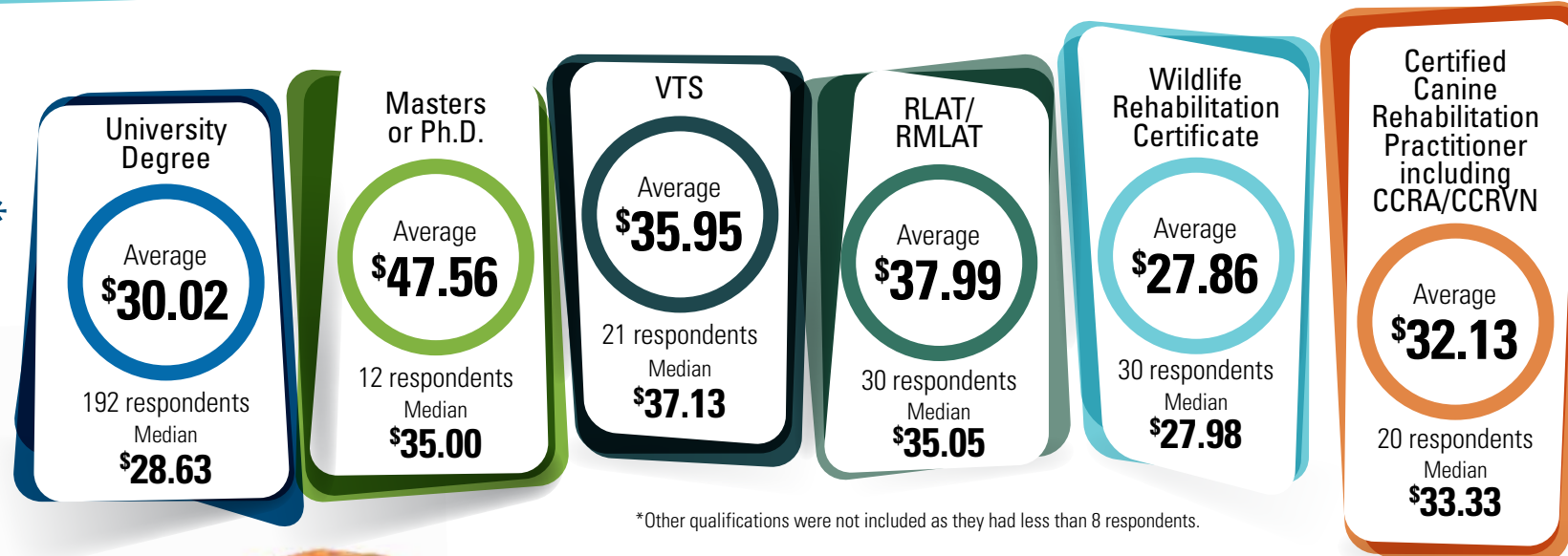
## Additional compensation

While salary is certainly a critical element of job satisfaction, it's good to consider factors beyond a paycheck that can contribute to professional fulfillment. Following is a tally of the most common benefits provided to members.



## 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' earnings potential.



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

### Reference:

- Osborne, D. (2024, September/October). Comparing registered veterinary technician wages across Canada. Focus: Ontario Veterinary Medical Association Magazine, p.26.
- Voroni App. (2024, November 15). British Columbia is the most expensive province in Canada to live. Voroni App. <https://www.voroniapp.com/wealth/British-Columbia-is-the-Most-Expensive-Province-in-Canada-to-Live--348>

