

OAVT's Wage & Compensation Report 2026

A 2026 wage and compensation survey was administered by research consultants, Finley & Associates, to more than 13,000 RVTs across the country. **While the OAVT is the largest association for RVTs in Canada, we had the lowest survey response rate amongst all the provincial associations, with only 25% of our member RVTs choosing to participate.** Even though our participation was lower than the 30% national average, the data still provides a snapshot of the RVT profession in Ontario and allows members to benchmark their compensation with their peers.



About the Respondents

51%

of respondents are under 35 yrs of age

37%

have a household income of less than \$75K

53%

have been with their current employer for 5 yrs or less

84%

are employed full-time

58%

have worked as an RVT for 9+ yrs

29%

work for multiple employers

Sector Information

Following are the percentage of respondents who work in the veterinary industry's various sectors.

Percentage	Sector*
56%	Small animal vet hospital (may include exotics/birds/pocket pets)
9%	Emergency/24 hour veterinary hospital (Companion)
7%	Specialty/referral practice - Companion Animal
4%	Mixed animal veterinary practice (equine, food animal and small animal)
4%	Office / practice manager
3%	Industry sales/marketing/insurance/technical services
3%	Research / Laboratory animal science
2%	Educator - Veterinary Technology Program
2%	Shelter medicine - non-profit/charity
2%	Upper Management – corporate, association, industry, etc. *we don't have wage data for these three sectors, even though more than 1% of respondents work in these sectors
2%	Other, please specify
1.4%	Shelter medicine – municipal
1%	Veterinary teaching hospital
1%	Large animal veterinary practice (equine only)
>1%	Practice owner / self-employed in RVT-related field
	Zoo/wildlife rehabilitation
	Teletriage
	Public health/Government
	Virtual Care / Telemedicine
	Diagnostic laboratory
	Regulatory or Professional Association
	Upper Management - Corporate Assoc., Industry, etc.
	Research/Laboratory animal science

Wages

Average hourly wage is \$30.35 (up from \$29.80 in 2024).

As would be expected, average wages increase with experience.

Years of Experience	Average Wage
1 year	\$25.63
2 years	25.44
>5 years	27.11
5-8 years	28.97
9-13 years	30.38
14-20 years	32.79
21+	34.39

80% of respondents received a raise in 2025.

30% of respondents have secondary incomes, and 83% of those say they need a secondary income to maintain a satisfactory standard of living.

Wages by Sector

Percentage	Sector	Average Wage Per Hour
16%	Emergency / Specialty Practice: Emergency/24-hour veterinary hospital (Companion) Specialty/referral practice - Companion Animal Specialty/referral practice - Large Animal/Single Species	\$33.25
56%	Small animal veterinary hospital	\$28.68
5%	Large / Mixed Animal: Large animal veterinary practice (equine only) Large animal veterinary practice (food animal only) Mixed animal veterinary practice	\$28.81
3%	Educator - Veterinary Technology Program/ Veterinary teaching hospital	\$43.27
4%	Office / practice manager	\$34.53
3.4%	Shelter medicine	\$30.95
3.4%	Industry sales / marketing / insurance / technical services	\$31.13
>1%	"All other categories / sectors" is composed of: Upper Management - Corporate, Assoc., Industry, etc. Diagnostic laboratory Research / Laboratory animal science Practice owner / self-employed in RVT-related field Public health/Government Regulatory or Professional Association Teletriage Virtual Care / Telemedicine Zoo/wildlife rehabilitation Other, please specify	\$34.52*

*While fewer than 1% of respondents work in these sectors, this is their average wage per hour. Within these sectors, salaries ranged from \$21/hour to \$45/hour.

Hours of Work

32%

work between 35-39 hrs/wk.

60%

of respondents say they perform medically-focused RVT duties more than 30 hours a week, while the rest is spent on administrative responsibilities.

50%

work 40+ hrs/wk.

Vacation

17%

16-20 days

71%

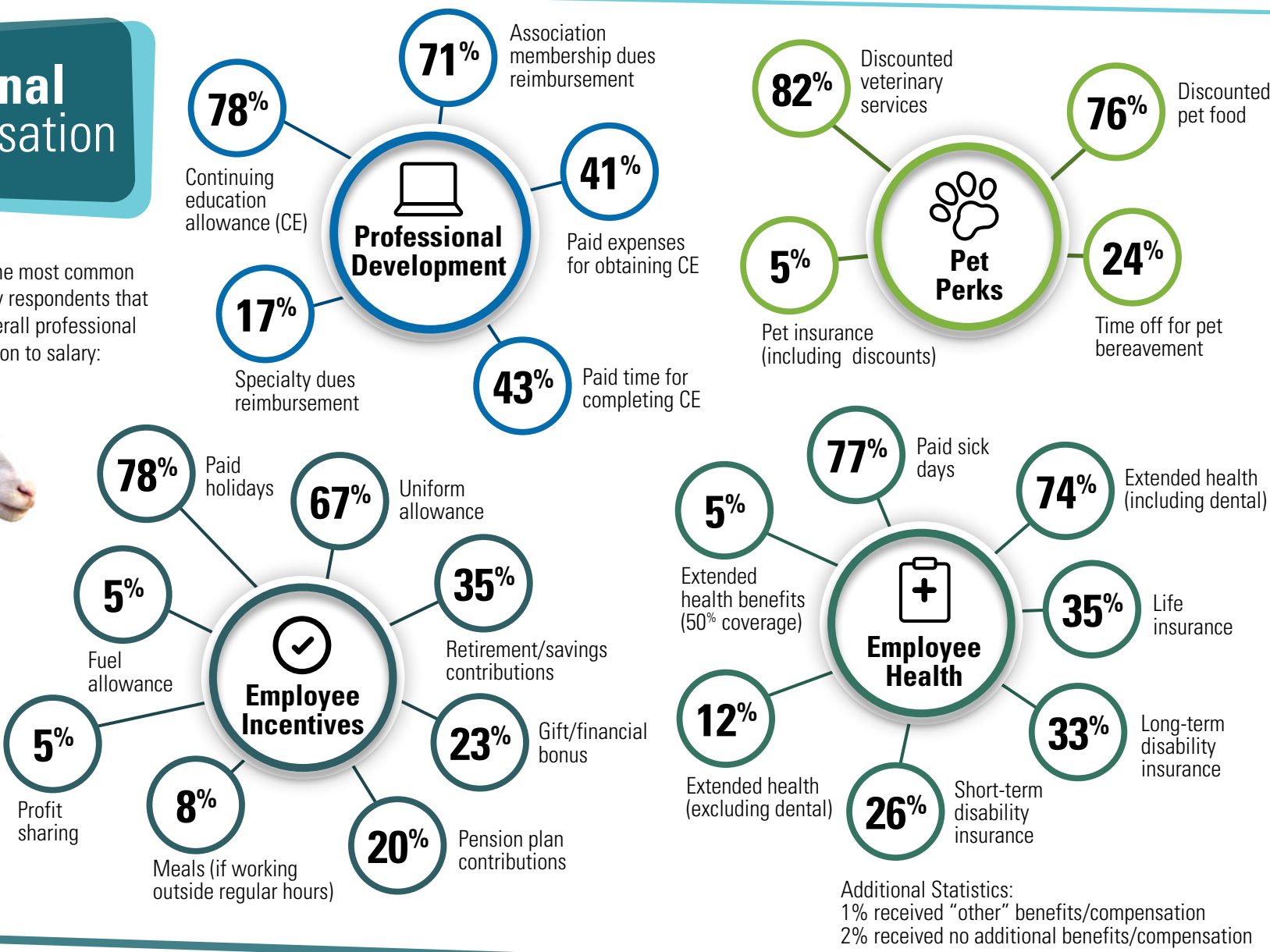
of respondents get 15 or fewer paid vacation days a year.

13%

21+ days

Additional Compensation

The following are the most common benefits received by respondents that positively affect overall professional fulfillment, in addition to salary:



Wages by Geographic Location

GTA + Toronto account for a third of all RVTs in ON.

Avg Wage (Per Hour)	Location
\$33.97	Toronto (City)
\$30.85	Durham Region
\$30.66	Greater Toronto Area
\$29.26	Hamilton and area
\$28.00	Niagara Region
\$34.24	Guelph and Wellington County (Waterloo Region (Kitchener, Waterloo, Cambridge)
\$30.59	Southwestern Ontario
\$29.47	London and Middlesex County
\$28.83	Windsor-Essex, Chatham-Kent and Sarnia-Lambton
\$30.65	Ottawa and area
\$29.84	Eastern Ontario
\$28.83	Kingston and area
\$29.84	Rural Central Ontario*
\$29.30	Rural Southwestern Ontario
\$28.98	Rural Eastern Ontario
\$28.98	Northwestern Ontario
\$27.92	Northeastern Ontario
\$30.35	All Ontario

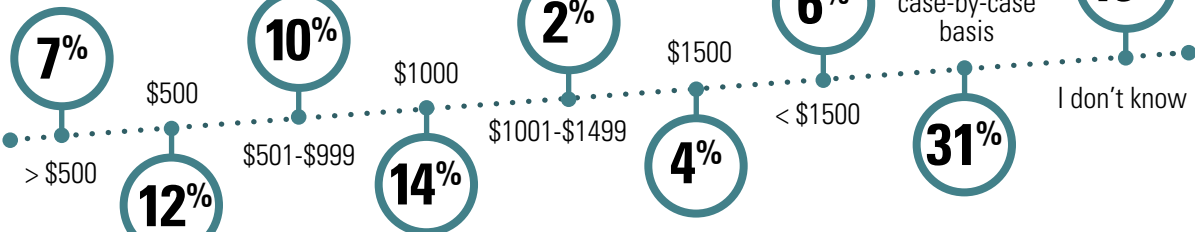
*For sample size purposes, Rural Central Ontario comprises rural (non-urban) postal codes across Simcoe County, the Durham and Halton-Caledon fringe, Dufferin-Wellington and rural Niagara.

Continuing Education

43%

get up to \$1000 in CE allowance/year

Respondents who received an ad-hoc CE allowance



Please consider using this information and other tools provided by the OAVT to assist in advocacy and professional advancement. Please note that the OAVT does not set wages for RVTs, nor can we enforce wages for RVTs.



ONTARIO
ASSOCIATION OF
VETERINARY
TECHNICIANS

oavt.org