



CVMA • ACMV

Business Management Program
Programme de gestion des affaires

Non-DVM Wage Report

2025 BRITISH COLUMBIA

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Contents

Introduction	2
Hourly Wage and Weeks of Vacation by Type and Length of Employment.....	3
Hourly Wage by Area – Office Manager and Practice Manager	4
Hourly Wage by Area – Registered Technologist and Non-Registered Assistant.....	5
Hourly Wage by Area – Receptionist and Kennel Assistant.....	5
Year-Over-Year Comparison	6
Health and Dental Insurance	7
Veterinary Care Discounts.....	7
Veterinary Product Discounts.....	8
Voluntary Association Dues.....	8
License/Certification.....	9

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As a provincial organization, the CVMA-SBCV recognizes that its members occupy the traditional and unceded lands and territories of BC's Indigenous Peoples and asks its members to reflect on the places where they reside and work.

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Introduction

Information for non-DVM wages and benefits comes from the 2025 British Columbia Practice Owners Economic Survey. This information reflects current wages and benefits for 2,580 non-DVM staff from 92 veterinary hospitals in 2025. Wages are broken down by type of employment, years employed, and area of the province. Benefits are presented for all non-DVM staff as a collective group.

To maintain confidentiality, figures that contain less than three observations are shown as “n/a” or are omitted from tables.

Hourly Wage and Weeks of Vacation by Type and Length of Employment

Employee Type	Length of Employment	Median Hourly Wage (\$)	Median Weeks of Vacation
Receptionist 372 Responding	Less than 1 Year	21.00	2.0
	1 – 2 Years	21.64	2.0
	3 – 5 Years	23.50	2.0
	6 – 10 Years	23.50	3.0
	11 – 15 Years	26.52	3.0
	Greater than 15 Years	27.83	4.0
	All Respondents	22.50	2.0
Registered Technologist 312 Responding	Less than 1 Year	31.00	2.0
	1 – 2 Years	30.64	2.0
	3 – 5 Years	31.00	2.0
	6 – 10 Years	31.00	3.0
	11 – 15 Years	31.00	4.0
	Greater than 15 Years	35.16	5.0
	All Respondents	31.00	2.8
Non-Registered Assistant 397 Responding	Less than 1 Year	23.00	2.0
	1 – 2 Years	22.88	2.0
	3 – 5 Years	24.00	3.0
	6 – 10 Years	26.25	3.0
	11 – 15 Years	28.00	4.0
	Greater than 15 Years	31.72	4.5
	All Respondents	24.00	2.0
Kennel Assistant 142 Responding	Less than 1 Year	20.00	2.0
	1 – 2 Years	19.93	2.0
	3 – 5 Years	20.00	2.0
	6 – 10 Years	22.04	n/a
	11 – 15 Years	25.15	n/a
	Greater than 15 Years	22.40	n/a
	All Respondents	18.50	2.0
Office Manager 33 Responding	1 - 2 Years	23.25	3.0
	3 – 5 Years	28.00	3.0
	6 - 10 Years	29.00	3.5
	11 – 15 Years	31.50	4.0
	Greater than 15 Years	29.73	3.5
	All Respondents	29.00	3.0

Employee Type	Length of Employment	Median Hourly Wage (\$)	Median Weeks of Vacation
Practice Administrator 8 Responding	All Respondents	32.23	3.0
Practice Manager 27 Responding	1 – 2 Years	40.76	4.0
	3 – 5 Years	32.67	3.0
	6 – 10 Years	42.71	4.5
	11 – 15 Years	31.50	3.0
	Greater than 15 Years	30.90	n/a
	All Respondents	36.40	3.5

Table 1. Median hourly wage and weeks of vacation stratified by type of employee and years employed.

Hourly Wage by Area – Office Manager and Practice Manager

Area	Office Manager		Practice Manager	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Vancouver Island	33.00	96	35.17	8
Fraser Valley	39.35	4	36.00	4
Vancouver	29.50	5	n/a	1
Thompson Okanagan	22.00	6	43.48	5
Kootenay	n/a	2	n/a	2
Northern Interior (Prince George and North)	n/a	1	n/a	2
Coast (Sunshine Coast to Prince Rupert)	36.00	4	n/a	1
Cariboo (Cache Creek to Quesnel)	27.00	3		

Table 2. Office Manager and Practice Manager median hourly wage stratified by area of the province.

Hourly Wage by Area – Registered Technologist and Non-Registered Assistant

Area	Registered Technologist		Non-Registered Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Vancouver Island	32.81	68	24.00	96
Fraser Valley	31.00	21	23.48	30
Vancouver	31.90	73	26.39	71
Thompson Okanagan	30.50	84	24.00	70
Kootenay	30.08	12	22.50	21
Northern Interior (Prince George and North)	32.13	10	23.86	13
Coast (Sunshine Coast to Prince Rupert)	36.00	6	27.99	27
Peace River (Northeast)	28.00	11	22.00	11
Cariboo (Cache Creek to Quesnel)	30.00	3	22.00	10

Table 3. Registered Technologist and Non-Registered Assistant median hourly wage stratified by area of the province.

Hourly Wage by Area – Receptionist and Kennel Assistant

Area	Receptionist		Kennel Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Vancouver Island	22.00	86	20.00	38
Fraser Valley	23.50	32	19.00	3
Vancouver	22.00	70	20.35	60
Thompson Okanagan	23.00	67	19.75	20
Kootenay	22.75	13	n/a	2
Northern Interior (Prince George and North)	21.01	7	20.50	11
Coast (Sunshine Coast to Prince Rupert)	24.00	17	n/a	1
Peace River (Northeast)	21.50	11	18.00	5
Cariboo (Cache Creek to Quesnel)	21.75	6	n/a	n/a

Table 4. Receptionist and Kennel Assistant median hourly wage stratified by area of the province.

Year-Over-Year Comparison

Employee Type	2024 Median Hourly Wage	2025 Median Hourly Wage	Change
Receptionist	21.92	22.50	3%
Registered Technologist	29.00	31.00	7%
Non-Registered Assistant	21.50	24.00	-12%
Kennel Assistant	18.50	18.50	0%
Office Manager	31.14	29.00	-7%
Practice Manager	39.10	36.40	-7%

Table 5. Median hourly wage, stratified by type of employee, for 2024 and 2025.

Health and Dental Insurance

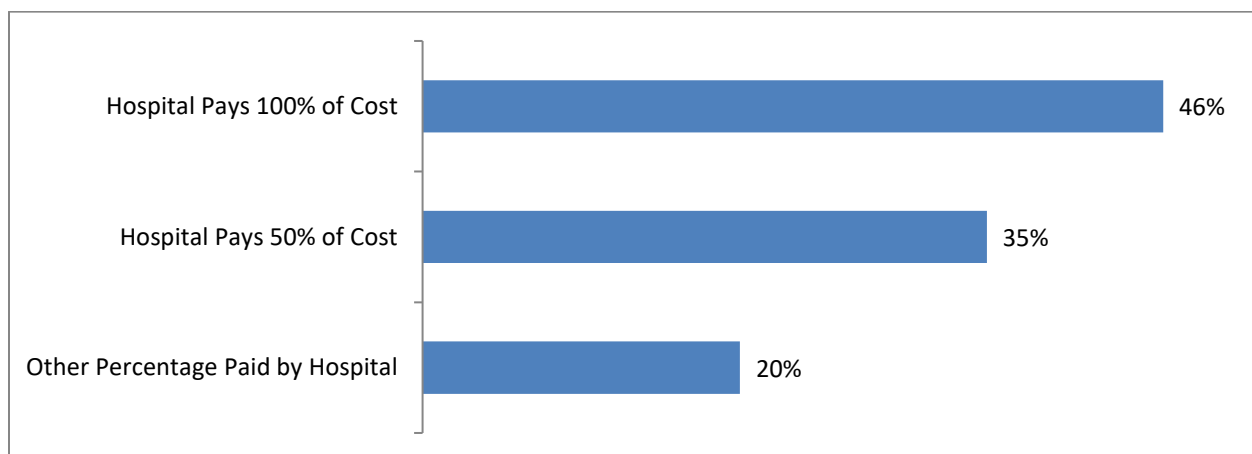


Figure 2. Hospital's share of health and dental insurance for non-DVM staff.

Most hospitals (91%) provided health and dental benefits to staff. Of those providing a benefit, 46% paid the entire cost and 35% covered half of cost of health and dental insurance.

Veterinary Care Discounts

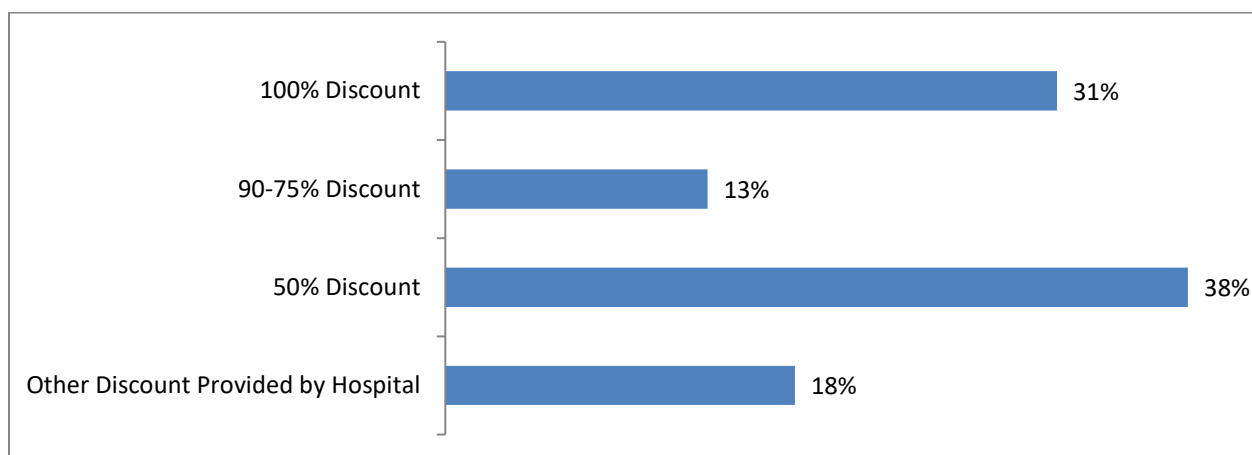


Figure 3. Veterinary care discounts for non-DVM staff.

The most common situation (38%) was to provide staff with a 50% discount on veterinary care. An additional 31% provided veterinary care at cost (100% discount) and 18% provided staff with another level of discount, such as charging for the cost of supplies used.

Veterinary Product Discounts

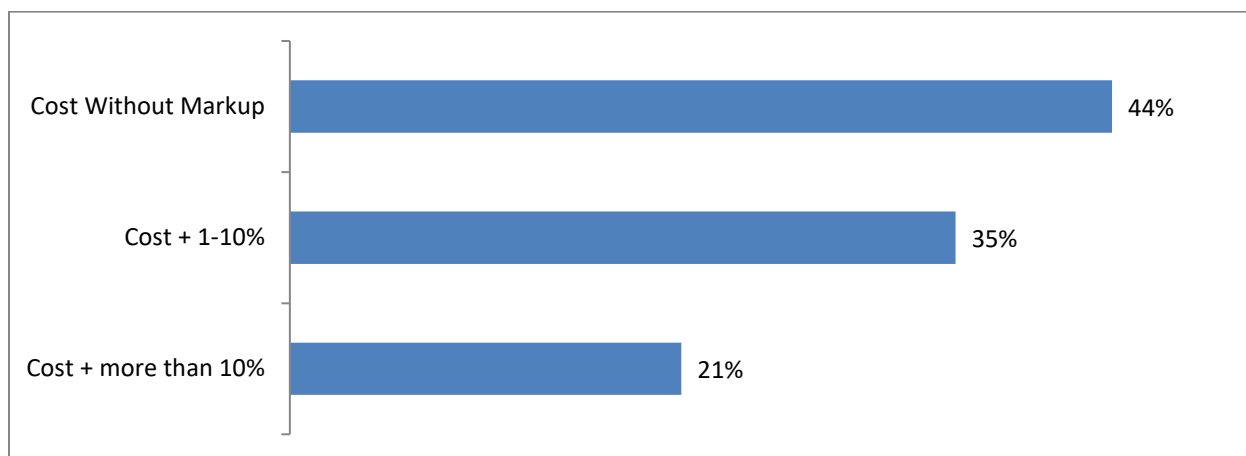


Figure 5. Veterinary product discounts for non-DVM staff.

Just under half of hospitals (44%) provided this discount by charging non-DVM staff the cost of products without any markup. Another 35% charged cost plus a markup of between one and 10%.

Voluntary Association Dues

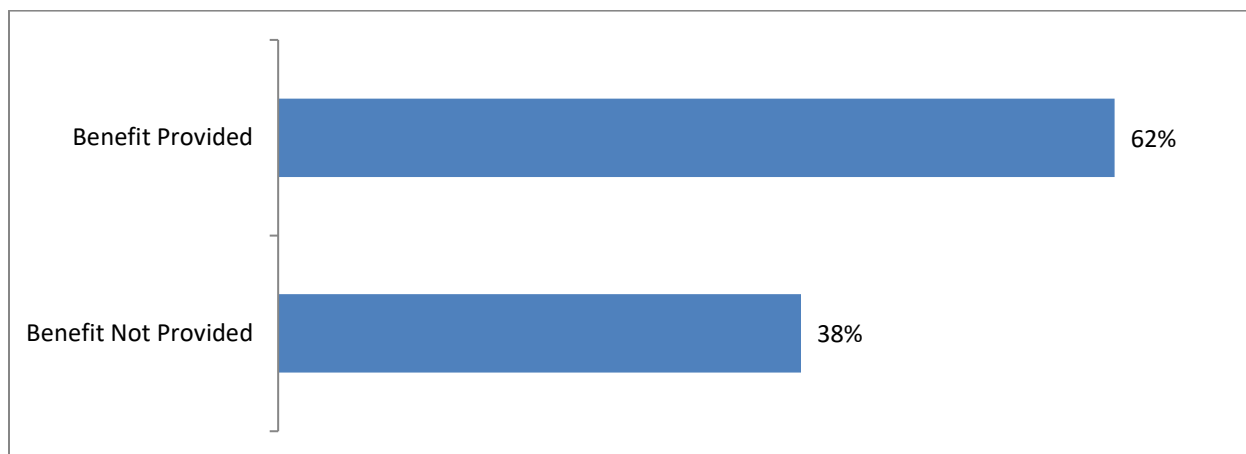


Figure 6. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

62% of responding veterinary hospitals indicated that they provided non-DVM staff with reimbursement for their voluntary association dues. Of those hospitals providing this benefit, all did so by paying the dues in full.

License/Certification

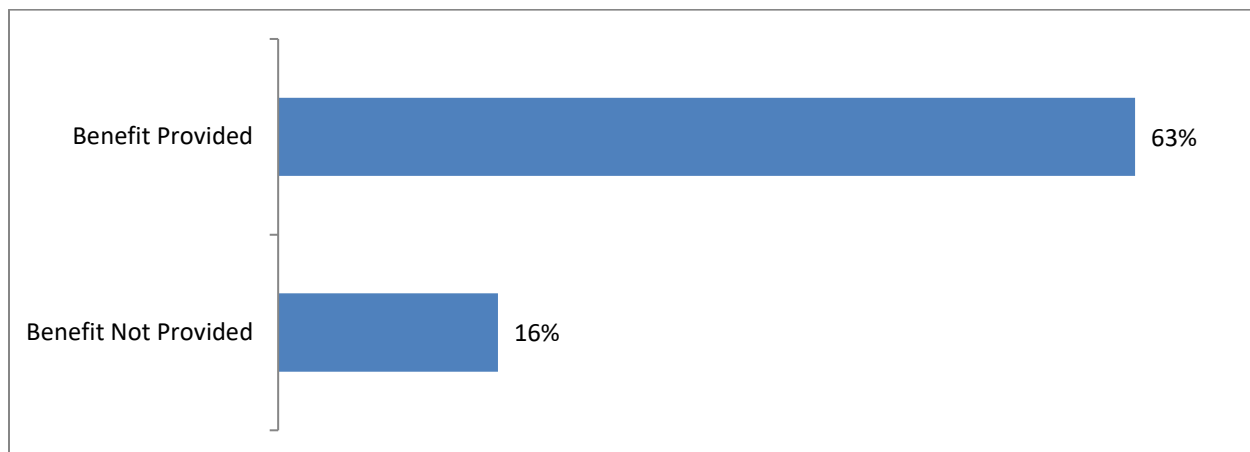


Figure 7. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

Similar to voluntary association dues, two thirds (69%) of veterinary hospitals indicated that they provided non-DVM staff with reimbursement for license/certification. Of those hospitals providing this benefit, all did so by covering the full cost of licensure or certification.