



CVMA • ACMV

Business Management Program
Programme de gestion des affaires

Non-DVM Wage Report

2022 MANITOBA

IN PARTNERSHIP WITH



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Introduction

Information for non-DVM wages and benefits comes from the 2022 Manitoba Practice Owners Economic Survey. This information reflects current wages and benefits for 149 non-DVM staff from 14 veterinary hospitals in 2022. 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 51 Responding	Less than 1 Year	15.75	2
	1 – 2 Years	15.50	2
	3 – 5 Years	17.00	2
	6 – 10 Years	16.00	3
	11 – 15 Years	18.80	4
	Greater than 15 Years	19.78	n/a
	All Respondents	16.40	2
Registered Technologist 52 Responding	Less than 1 Year	21.00	2
	1 – 2 Years	22.75	2
	3 – 5 Years	23.00	2
	6 – 10 Years	24.98	3
	11 – 15 Years	24.00	n/a
	Greater than 15 Years	27.04	4
	All Respondents	23.66	2
Non-Registered Assistant 35 Responding	Less than 1 Year	14.75	2
	1 – 2 Years	15.75	2
	3 – 5 Years	15.64	2
	All Respondents	16.00	2
Kennel Assistant 4 Responding	Less than 1 Year	13.00	3
	All Respondents	13.25	2
Office Manager 3 Responding	All Respondents	28.00	4
Practice Manager 4 Responding	All Respondents	30.00	3

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

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

Area	Registered Technologist		Non-Registered Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Winnipeg	23.00	18	16.00	15
Interlake	24.00	11	n/a	n/a
Parklands	22.95	4	n/a	n/a
South Central	n/a	n/a	n/a	n/a
Southeast	25.00	3	n/a	n/a
Southwest	24.00	16	14.00	10

Table 2. 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
Winnipeg	16.37	18	n/a	n/a
Interlake	17.00	11	n/a	n/a
Parklands	n/a	n/a	n/a	n/a
South Central	n/a	n/a	n/a	n/a
Southeast	15.50	4	n/a	n/a
Southwest	15.15	16	13.00	3

Table 3. Receptionist and Kennel Assistant median hourly wage stratified by area of the province.

Year-Over-Year Comparison

Employee Type	2021 Median Hourly Wage	2022 Median Hourly Wage	Change
Receptionist	15.50	16.40	+5.6%
Registered Technologist	22.82	23.66	+3.6%
Non-Registered Assistant	15.00	16.00	+6.4%
Kennel Assistant	12.62	13.25	+4.8%
Office Manager	27.50	28.00	+1.8%
Practice Manager	29.81	30.00	+0.6%
Student	15.75	n/a	n/a

Table 4. Median hourly wage, stratified by type of employee, for 2021 and 2022.

All non-DVM staff saw their wages increase year-over-year. Both Receptionists and Non-Registered Assistants saw an over 5% increase in wages from 2021 to 2022. It should also be noted that this group is a slightly larger sample size this year due to the inclusion of corporate data.

Health and Dental Insurance

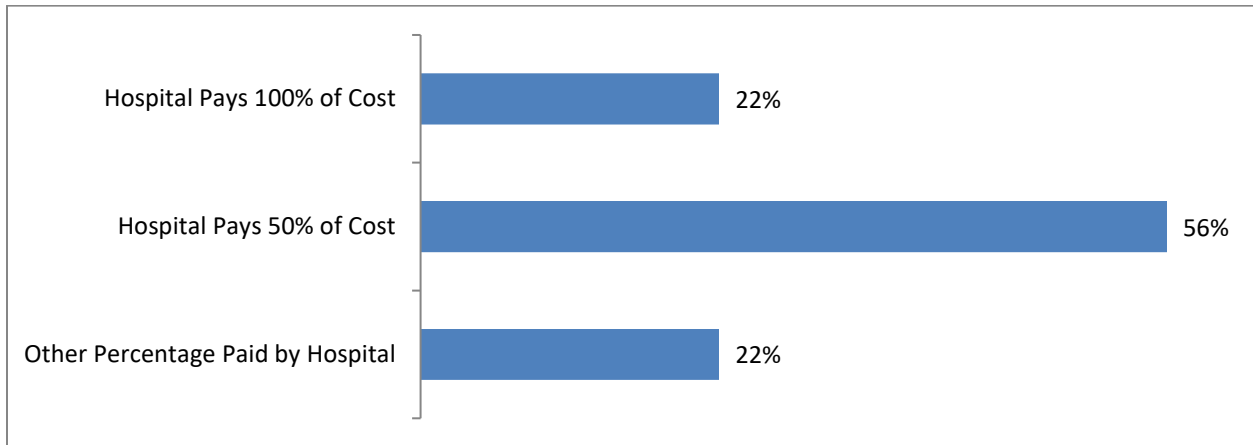


Figure 1. Hospital's share of health and dental insurance for non-DVM staff.

The majority of responding veterinary hospitals (75%) indicated that they provided this benefit to their non-DVM Staff. The most common arrangement, at 56%, was for the hospital to pay half of the cost of this insurance.

Veterinary Care Discounts

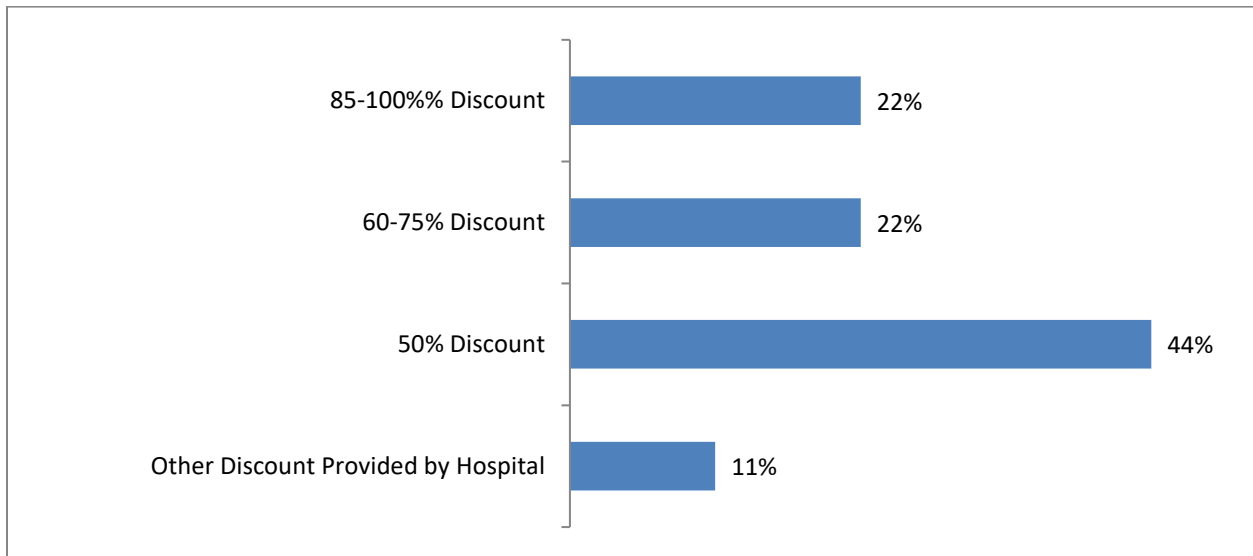


Figure 2. Veterinary care discounts for non-DVM staff.

44% of hospitals provided a discount of 50%. An additional 22% offered a discount between 85 and 100%.

Veterinary Product Discounts

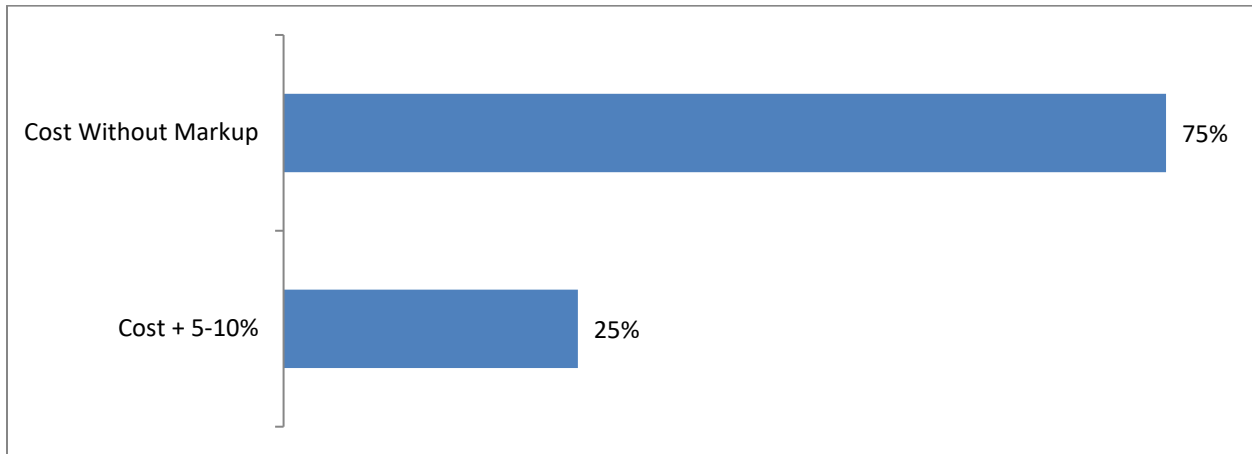


Figure 3. Veterinary product discounts for non-DVM staff.

Most hospitals, at 75%, provided this discount by charging their staff the product’s cost without markup.

Voluntary Association Dues

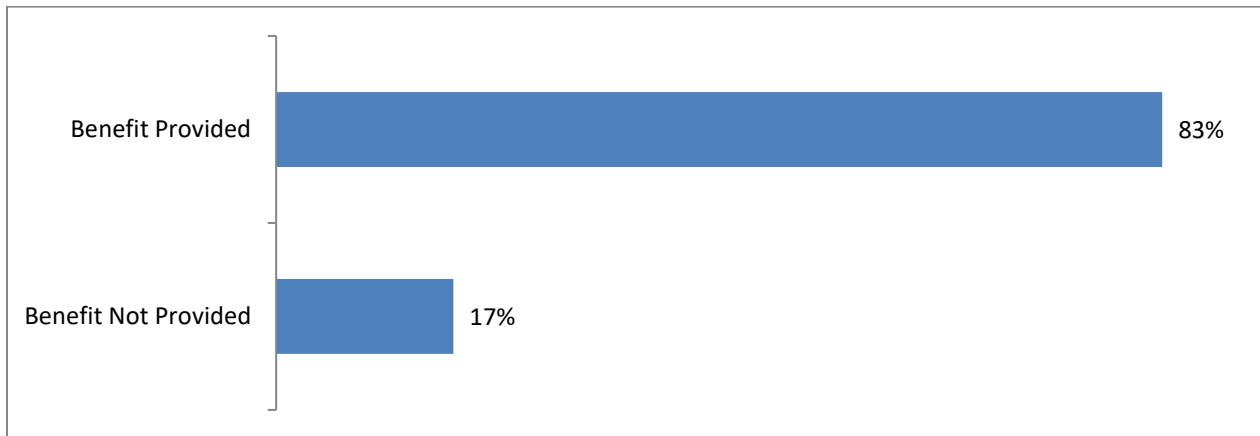


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

The majority of responding veterinary hospitals (83%) indicated that they provided non-DVM staff with reimbursement for their voluntary association dues. Of those hospitals that provided this benefit, all indicated that they covered the cost of voluntary association dues in full.

License/Certification

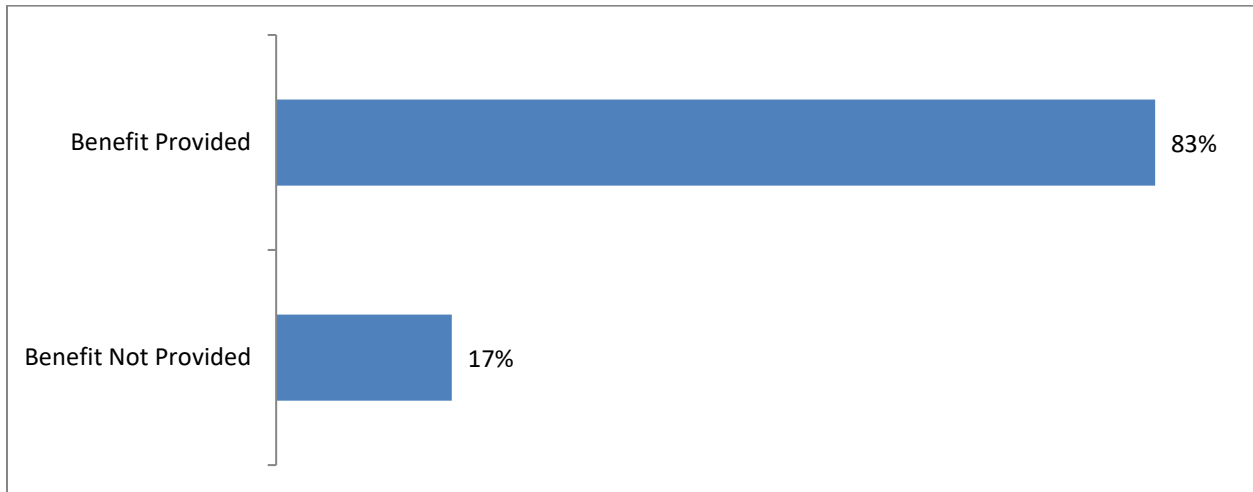


Figure 5. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

Nearly all responding veterinary hospitals (83%) provided non-DVM staff with reimbursement for license/certification. All those providing this benefit did so by paying for the cost of licensure or certification in full.