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Business Management Program
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Non-DVM Wage Report

2022 Maritime Provinces

IN PARTNERSHIP WITH



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Introduction

Information for non-DVM wages and benefits comes from the 2022 Newfoundland & Labrador, New Brunswick, Nova Scotia, and Prince Edward Island Practice Owners Economic Surveys. This information reflects current wages and benefits for 524 non-DVM staff from 43 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 176 Responding	Less than 1 Year	16.00	2
	1 – 2 Years	17.00	2
	3 – 5 Years	18.00	3
	6 – 10 Years	19.40	3
	11 – 15 Years	19.31	4
	Greater than 15 Years	20.50	4
	All Respondents	17.00	2
Animal Health Technologist 121 Responding	Less than 1 Year	20.00	2
	1 – 2 Years	21.00	2
	3 – 5 Years	23.50	2
	6 – 10 Years	21.92	3
	11 – 15 Years	22.00	4
	Greater than 15 Years	23.02	4
	All Respondents	22.00	2
Non-Registered Assistant 172 Responding	Less than 1 Year	17.00	2
	1 – 2 Years	17.50	2
	3 – 5 Years	19.00	2
	6 – 10 Years	19.83	3
	Greater than 15 Years	20.62	4
	All Respondents	18.00	2
Office Manager 13 Responding	3 – 5 Years	24.65	2.5
	6 – 10 Years	21.69	n/a
	Greater than 15 Years	22.37	5
	All Respondents	22.50	3
Practice Manager 30 Responding	Less than 1 Year	26.00	n/a
	1 – 2 Years	28.85	n/a
	3 – 5 Years	28.21	3
	6 – 10 Years	28.85	n/a
	Greater than 15 Years	30.00	4
	All Respondents	28.85	3
Kennel Assistant 12 Responding	Less than 1 Year	15.70	n/a
	1 – 2 Years	14.50	n/a
	All Respondents	15.00	n/a

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



Health and Dental Insurance

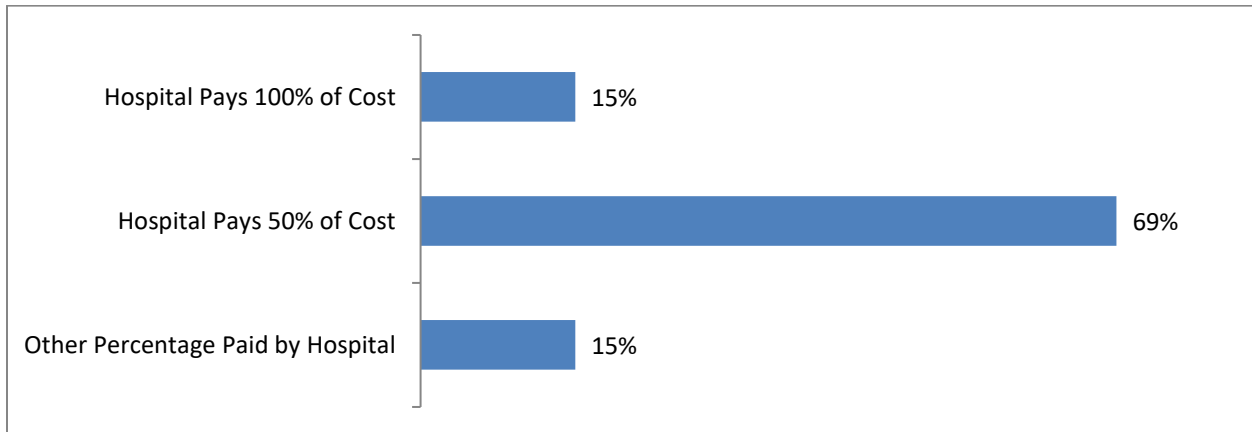


Figure 1. Hospital's share of health and dental insurance for non-DVM staff.

Most hospitals providing this benefit (69%) did so by splitting the cost of health/dental insurance with their non-DVM staff. An additional 15% indicated that they covered the entire cost of this benefit.

Veterinary Care Discounts

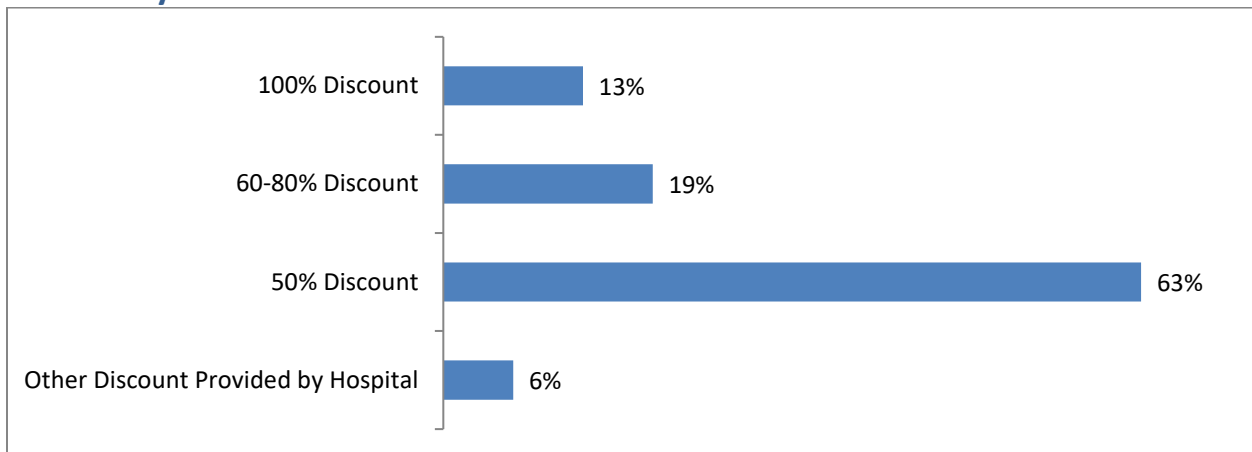


Figure 2. Veterinary care discounts for non-DVM staff.

The majority (63%) provided their non-DVM staff with a 50% discount. Another 20% had some other discount for staff, including discounts not expressible in percentage terms, such as charging for the cost of supplies used.

Veterinary Product Discounts

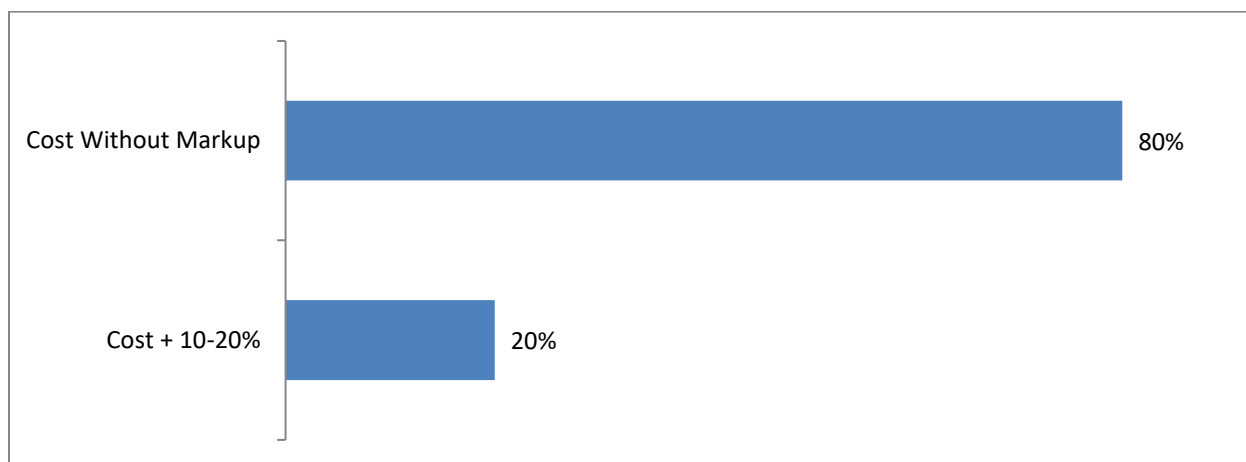


Figure 3. Veterinary product discounts for non-DVM staff.

Most hospitals (80%) provided this discount by charging non-DVM staff the cost of products, without any markup, while the other 20% charged cost plus a markup of between 10-20%.

Voluntary Association Dues

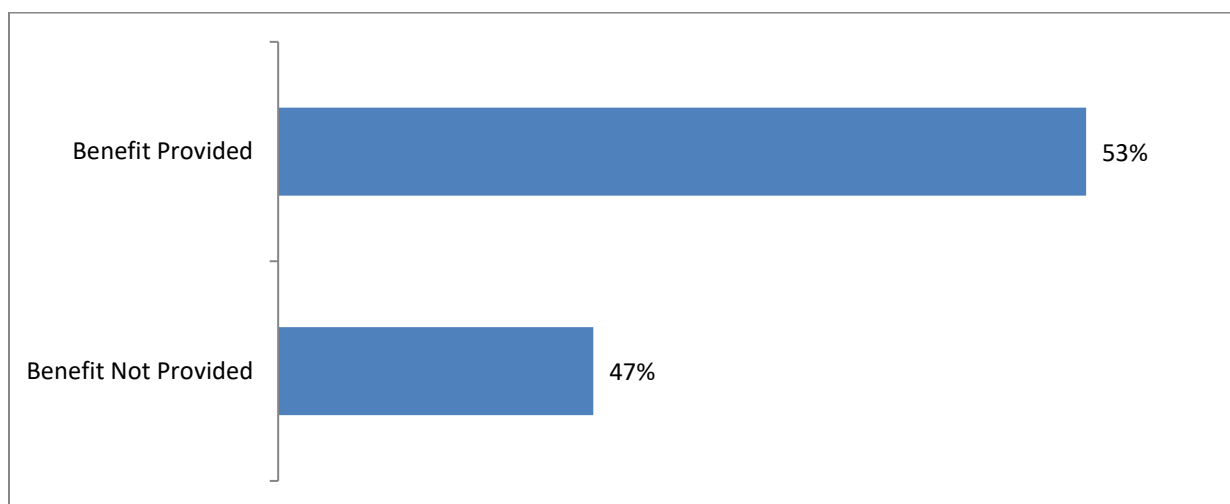


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

A majority of responding veterinary hospitals (53%) 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

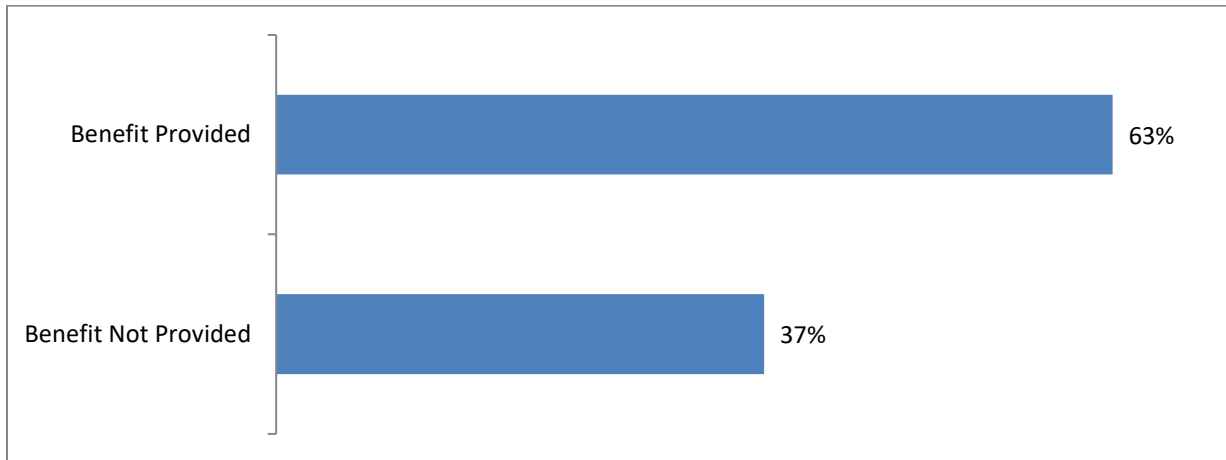


Figure 5. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

Over half of the responding veterinary hospitals (63%) indicated that they provided non-DVM staff with reimbursement for license/certification. Of those hospitals providing this benefit, all covered the full cost of licensure or certification.

