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2025

Ontario Report

On Compensation & Benefits
For Non-DVM Staff



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Introduction

Information for non-DVM wages and benefits comes from the 2025 Ontario Practice Owners Economic Survey. This information reflects current wages and benefits for 4,157 non-DVM staff from 297 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 Wage (\$)	Median Weeks of Vacation
Receptionist 1,062 Respondents	Less than 1 Year	19.86	2.0
	1 – 2 Years	20.50	2.0
	3 – 5 Years	21.00	2.0
	6 – 10 Years	22.50	3.0
	11 – 15 Years	23.12	4.0
	Greater than 15 Years	23.01	4.0
	All Respondents	21.00	2.0
AHT/RVT 1,250 Respondents	Less than 1 Year	27.00	2.0
	1 – 2 Years	26.50	2.0
	3 – 5 Years	27.30	2.0
	6 – 10 Years	28.75	3.0
	11 – 15 Years	29.03	4.0
	Greater than 15 Years	30.00	4.0
	All Respondents	27.71	3.0
Non-Registered Technician 1,057 Respondents	Less than 1 Year	20.00	2.0
	1 – 2 Years	21.50	2.0
	3 – 5 Years	21.65	2.0
	6 – 10 Years	23.75	3.0
	11 – 15 Years	23.60	3.0
	Greater than 15 Years	25.75	4.0
	All Respondents	21.98	2.0
Groomer 17 Respondents	All Respondents	20.50	2.0
Kennel Assistant 357 Respondents	Less than 1 Year	18.50	2.0
	1 – 2 Years	18.50	2.0
	3 – 5 Years	19.55	2.0
	6 – 10 Years	20.53	3.0
	11 – 15 Years	20.25	3.5
	Greater than 15 Years	20.84	3.0
	All Respondents	19.00	2.0

Employee Type	Length of Employment	Median Wage (\$)	Median Weeks of Vacation
Office Manager 86 Respondents	Less than 1 Year	27.00	n/a
	1 – 2 Years	28.25	3.0
	3 – 5 Years	27.00	3.0
	6 – 10 Years	27.00	3.0
	11 – 15 Years	31.00	3.5
	Greater than 15 Years	31.11	4.0
	All Respondents	29.46	3.0
Practice Manager 89 Respondents	Less than 1 Year	32.50	n/a
	1 – 2 Years	34.33	3.0
	3 – 5 Years	34.86	3.0
	6 – 10 Years	31.04	3.0
	11 – 15 Years	30.50	4.0
	Greater than 15 Years	33.88	5.0
	All Respondents	33.44	4.0
Practice Administrator 38 Respondents	1 – 2 Years	35.07	3.0
	3 – 5 Years	39.75	3.0
	6 – 10 Years	28.60	4.0
	11 – 15 Years	38.79	4.0
	Greater than 15 Years	32.50	4.5
	All Respondents	35.97	4.0
Student 94 Respondents	Less than one	18.00	2.0
	1 – 2 Years	18.00	2.0
	3 – 5 Years	18.00	2.0
	6 – 10 Years	20.25	n/a
	All Respondents	18.00	2.0

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

Hourly Wage by Area – Practice Manager and Office Manager

Area	Practice Manager		Office Manager	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Ottawa-Carleton	34.33	11	28.16	10
Renfrew, Lanark, Leeds & Grenville, Prescott & Russell, Stormont, Dundas & Glengarry	33.13	10	n/a	2
Hastings, Prince Edward, Lennox & Addington, Frontenac	33.83	6	n/a	1
Victoria, Peterborough, Northumberland, Muskoka, Haliburton	34.50	8	31.00	7
Dufferin, Simcoe	31.25	13	30.00	11
Toronto (hospital postal code starts with "M")	35.10	10	n/a	2
GTA (not including Toronto), Durham, York, Peel, Halton	36.29	20	26.00	12
Wellington, Waterloo	36.28	10	34.78	5
Hamilton-Wentworth, Niagara	29.75	5	29.34	10
Brant, Haldimand-Norfolk	37.49	4	32.47	3
Middlesex, Elgin, Oxford	33.44	5	32.50	7
Grey, Bruce, Huron, Perth	29.05	8	28.96	8
Lambton, Essex, Kent	33.60	7	n/a	2
Northern Ontario (Parry Sound, Nipissing, and North)	25.50	3	26.75	4

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

Hourly Wage by Area – AHT/RVT and Non-Registered Technician

Area	AHT/RVT		Non-Registered Technician	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Ottawa-Carleton	29.23	178	21.60	121
Renfrew, Lanark, Leeds & Grenville, Prescott & Russell, Stormont, Dundas & Glengarry	25.55	54	21.50	76
Hastings, Prince Edward, Lennox & Addington, Frontenac	27.00	51	21.58	8
Victoria, Peterborough, Northumberland, Muskoka, Haliburton	28.00	47	23.50	45
Dufferin, Simcoe	27.55	110	21.00	109
Toronto (hospital postal code starts with "M")	28.99	75	22.00	95
GTA (not including Toronto), Durham, York, Peel, Halton	29.00	240	22.51	194
Wellington, Waterloo	28.39	92	22.50	66
Hamilton-Wentworth, Niagara	27.14	83	21.98	32
Brant, Haldimand-Norfolk	27.03	20	22.53	31
Middlesex, Elgin, Oxford	27.83	72	22.00	21
Grey, Bruce, Huron, Perth	26.07	80	22.50	34
Lambton, Essex, Kent	25.31	53	22.45	56
Northern Ontario (Parry Sound, Nipissing, and North)	26.00	27	21.00	35

Table 3. AHT/RVT and Non-Registered Technician 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
Ottawa-Carleton	20.40	141	20.50	41
Renfrew, Lanark, Leeds & Grenville, Prescott & Russell, Stormont, Dundas & Glengarry	20.30	56	17.05	16
Hastings, Prince Edward, Lennox & Addington, Frontenac	20.60	20	n/a	2
Victoria, Peterborough, Northumberland, Muskoka, Haliburton	21.95	43	19.00	5
Dufferin, Simcoe	21.60	84	18.25	32
Toronto (hospital postal code starts with "M")	20.50	110	19.49	34
GTA (not including Toronto), Durham, York, Peel, Halton	20.69	188	19.99	139
Wellington, Waterloo	21.58	82	17.84	14
Hamilton-Wentworth, Niagara	21.15	99	19.50	19
Brant, Haldimand-Norfolk	23.48	26	19.10	3
Middlesex, Elgin, Oxford	20.89	54	18.50	24
Grey, Bruce, Huron, Perth	22.00	61	17.40	11
Lambton, Essex, Kent	20.43	30	18.00	9
Northern Ontario (Parry Sound, Nipissing, and North)	20.00	26	17.60	3

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

Hourly Wage by Area and Length of Employment – AHT/RVT

Area	Length of Employment	Median Wage (\$)	# Responding
Ottawa-Carleton	Less than 1 Year	29.50	24
	1 – 2 Years	28.88	68
	3 – 5 Years	27.86	34
	6 – 10 Years	29.50	29
	11 – 15 Years	29.84	12
	Greater than 15 Years	33.55	10
Renfrew, Lanark, Leeds & Grenville, Prescott & Russell, Stormont, Dundas & Glengarry	Less than 1 Year	n/a	1
	1 – 2 Years	24.50	19
	3 – 5 Years	26.50	19
	6 – 10 Years	25.50	9
	11 – 15 Years	n/a	1
	Greater than 15 Years	26.25	4
Hastings, Prince Edward, Lennox & Addington, Frontenac	Less than 1 Year	27.00	7
	1 – 2 Years	25.89	8
	3 – 5 Years	27.00	18
	6 – 10 Years	26.00	5
	11 – 15 Years	28.01	9
	Greater than 15 Years	29.82	4
Victoria, Peterborough, Northumberland, Muskoka, Haliburton	Less than 1 Year	25.00	7
	1 – 2 Years	27.00	12
	3 – 5 Years	27.90	14
	6 – 10 Years	30.00	5
	11 – 15 Years	n/a	1
	Greater than 15 Years	29.38	8
Dufferin, Simcoe	Less than 1 Year	30.00	5
	1 – 2 Years	26.00	31
	3 – 5 Years	27.00	31
	6 – 10 Years	31.00	21
	11 – 15 Years	24.50	3
	Greater than 15 Years	30.78	13
Toronto (hospital postal code starts with "M")	Less than 1 Year	26.00	9
	1 – 2 Years	28.00	17
	3 – 5 Years	27.26	24
	6 – 10 Years	30.50	13
	11 – 15 Years	33.31	5
	Greater than 15 Years	32.80	7
GTA (not including Toronto), Durham, York, Peel, Halton	Less than 1 Year	27.50	29
	1 – 2 Years	27.68	26
	3 – 5 Years	27.14	23
	6 – 10 Years	28.80	11
	11 – 15 Years	28.00	5
	Greater than 15 Years	28.00	5

Area	Length of Employment	Median Wage (\$)	# Responding
Wellington, Waterloo	Less than 1 Year	29.00	9
	1 – 2 Years	26.50	24
	3 – 5 Years	28.13	22
	6 – 10 Years	28.33	15
	11 – 15 Years	29.03	9
	Greater than 15 Years	29.40	13
Hamilton-Wentworth, Niagara	Less than 1 Year	25.75	13
	1 – 2 Years	26.63	26
	3 – 5 Years	27.14	23
	6 – 10 Years	28.80	11
	11 – 15 Years	28.00	5
	Greater than 15 Years	28.00	5
Brant, Haldimand-Norfolk	Less than 1 Year	28.00	3
	1 – 2 Years	26.89	10
	3 – 5 Years	n/a	2
	6 – 10 Years	27.92	4
	11 – 15 Years	n/a	n/a
	Greater than 15 Years	n/a	1
Middlesex, Elgin, Oxford	Less than 1 Year	n/a	n/a
	1 – 2 Years	22.45	14
	3 – 5 Years	25.00	11
	6 – 10 Years	27.00	11
	11 – 15 Years	26.00	3
	Greater than 15 Years	n/a	n/a
Grey, Bruce, Huron, Perth	Less than 1 Year	26.00	6
	1 – 2 Years	25.69	14
	3 – 5 Years	26.00	22
	6 – 10 Years	26.16	20
	11 – 15 Years	28.50	11
	Greater than 15 Years	29.00	7
Lambton, Essex, Kent	Less than 1 Year	22.00	3
	1 – 2 Years	23.10	10
	3 – 5 Years	24.68	8
	6 – 10 Years	26.90	18
	11 – 15 Years	28.60	3
	Greater than 15 Years	27.05	10
Northern Ontario (Parry Sound, Nipissing and North)	Less than 1 Year	25.00	5
	1 – 2 Years	26.00	8
	3 – 5 Years	25.50	6
	6 – 10 Years	26.64	4
	11 – 15 Years	n/a	1
	Greater than 15 Years	28.25	3

Table 5. RVT/AHT median hourly wage stratified by area of the province and years employed.

Hourly Wage by Area – Receptionist and Kennel Assistant

Area	Receptionist		Kennel Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Ottawa-Carleton	20.40	141	20.50	41
Renfrew, Lanark, Leeds & Grenville, Prescott & Russell, Stormont, Dundas & Glengarry	20.30	56	17.05	16
Hastings, Prince Edward, Lennox & Addington, Frontenac	20.60	20	n/a	2
Victoria, Peterborough, Northumberland, Muskoka, Haliburton	21.95	43	19.00	5
Dufferin, Simcoe	21.60	84	18.25	32
Toronto (hospital postal code starts with "M")	20.50	110	19.49	34
GTA (not including Toronto), Durham, York, Peel, Halton	20.69	188	19.99	139
Wellington, Waterloo	21.58	82	17.84	14
Hamilton-Wentworth, Niagara	21.15	99	19.50	19
Brant, Haldimand-Norfolk	23.48	26	19.10	3
Middlesex, Elgin, Oxford	20.89	54	18.50	24
Grey, Bruce, Huron, Perth	22.00	61	17.40	11
Lambton, Essex, Kent	20.43	30	18.00	9
Northern Ontario (Parry Sound, Nipissing, and North)	20.00	26	17.60	3

Table 6. Receptionist and Kennel Assistant median hourly wage stratified by area of the province.

Hourly Wage by Area and Length of Employment – Receptionist

Area	Length of Employment	Median Wage (\$)	# Responding
Ottawa-Carleton	Less than 1 Year	20.00	30
	1 – 2 Years	21.00	45
	3 – 5 Years	19.08	27
	6 – 10 Years	21.00	15
	11 – 15 Years	20.00	7
	Greater than 15 Years	21.50	17
Renfrew, Lanark, Leeds & Grenville, Prescott & Russell, Stormont, Dundas & Glengarry	Less than 1 Year	n/a	2
	1 – 2 Years	20.00	35
	3 – 5 Years	21.50	11
	6 – 10 Years	22.25	4
	11 – 15 Years	n/a	n/a
	Greater than 15 Years	n/a	2
Hastings, Prince Edward, Lennox & Addington, Frontenac	Less than 1 Year	n/a	n/a
	1 – 2 Years	19.83	7
	3 – 5 Years	20.60	3
	6 – 10 Years	19.30	4
	11 – 15 Years	n/a	1
	Greater than 15 Years	26.35	5
Victoria, Peterborough, Northumberland, Muskoka, Haliburton	Less than 1 Year	21.00	7
	1 – 2 Years	21.65	11
	3 – 5 Years	22.31	8
	6 – 10 Years	21.40	6
	11 – 15 Years	25.00	5
	Greater than 15 Years	21.80	6
Dufferin, Simcoe	Less than 1 Year	18.50	9
	1 – 2 Years	20.00	24
	3 – 5 Years	22.60	29
	6 – 10 Years	24.50	9
	11 – 15 Years	25.50	9
	Greater than 15 Years	20.25	3
Toronto (hospital postal code starts with "M")	Less than 1 Year	21.00	15
	1 – 2 Years	19.38	43
	3 – 5 Years	20.00	31
	6 – 10 Years	22.19	10
	11 – 15 Years	24.83	5
	Greater than 15 Years	22.48	6
GTA (not including Toronto), Durham, York, Peel, Halton	Less than 1 Year	19.00	18
	1 – 2 Years	20.00	64
	3 – 5 Years	21.34	51
	6 – 10 Years	22.40	34
	11 – 15 Years	23.12	8
	Greater than 15 Years	23.50	12

Area	Length of Employment	Median Wage (\$)	# Responding
Wellington, Waterloo	Less than 1 Year	20.00	17
	1 – 2 Years	21.40	20
	3 – 5 Years	22.18	28
	6 – 10 Years	22.50	4
	11 – 15 Years	21.70	6
	Greater than 15 Years	23.75	7
Hamilton-Wentworth, Niagara	Less than 1 Year	19.00	18
	1 – 2 Years	20.00	64
	3 – 5 Years	21.34	51
	6 – 10 Years	22.40	34
	11 – 15 Years	23.12	8
	Greater than 15 Years	23.50	12
Brant, Haldimand-Norfolk	Less than 1 Year	21.25	4
	1 – 2 Years	26.80	10
	3 – 5 Years	21.00	5
	6 – 10 Years	23.41	4
Middlesex, Elgin, Oxford	Less than 1 Year	19.13	8
	1 – 2 Years	20.53	18
	3 – 5 Years	20.20	12
	6 – 10 Years	22.71	6
	11 – 15 Years	25.56	3
	Greater than 15 Years	25.25	7
Grey, Bruce, Huron, Perth	Less than 1 Year	20.60	6
	1 – 2 Years	22.36	23
	3 – 5 Years	22.00	17
	6 – 10 Years	23.02	8
	11 – 15 Years	21.38	4
	Greater than 15 Years	23.00	3
Lambton, Essex, Kent	Less than 1 Year	17.60	3
	1 – 2 Years	19.60	5
	3 – 5 Years	20.70	4
	6 – 10 Years	19.18	6
	11 – 15 Years	24.72	3
	Greater than 15 Years	22.63	9
Northern Ontario (Parry Sound, Nipissing, and North)	Less than 1 Year	20.00	3
	1 – 2 Years	19.50	10
	3 – 5 Years	20.38	8
	6 – 10 Years	24.50	3
	11 – 15 Years	n/a	1
	Greater than 15 Years	n/a	1

Table 7. Receptionist median hourly wage stratified by area of the province and years employed.

Year-Over-Year Comparison

Employee Type	2024 Median Hourly Wage (\$)	2025 Median Hourly Wage (\$)	Change
Receptionist	20.50	21.00	2%
AHT/RVT	26.31	27.71	5%
Non-Registered Technician	20.00	21.98	5%
Kennel Assistant	18.00	19.00	6%
Office Manager	31.25	29.46	-6%
Practice Manager	31.25	33.44	7%
Practice Administrator	37.72	35.97	-5%
Student	17.00	18.00	6%

Table 8. Median hourly wage, stratified by type of employee, for 2024 and 2025.

Health and Dental Insurance

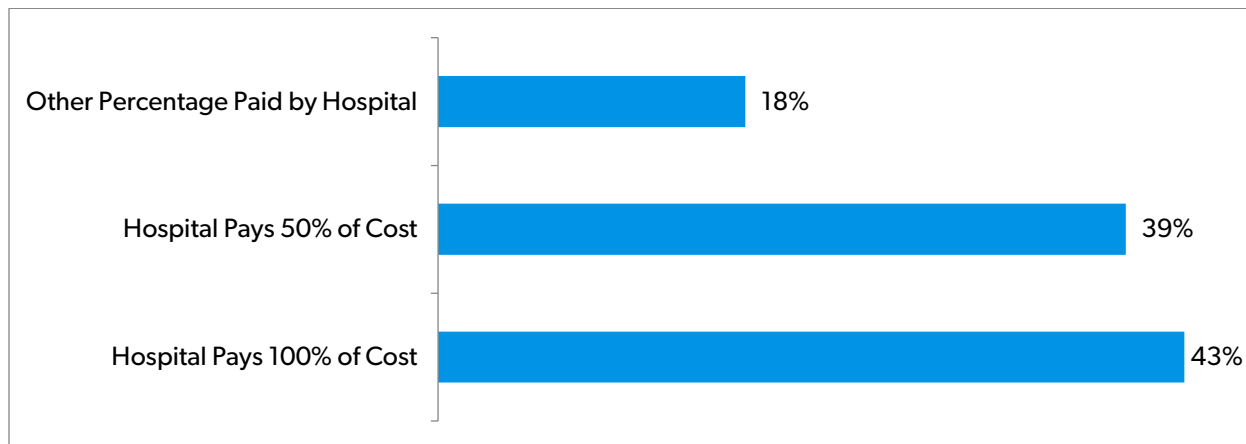


Figure 1. Hospital's share of health and dental insurance for non-DVM staff.

Most hospitals (87%) offered health and dental benefits to non-DVM staff. The most common arrangement, at 43 per cent, was for the hospital to pay half of the cost of this insurance, while an additional 39 per cent covered the entire cost. Another 18 per cent paid some other percentage, or indicated another arrangement, such as a health spending account.

Veterinary Care Discounts

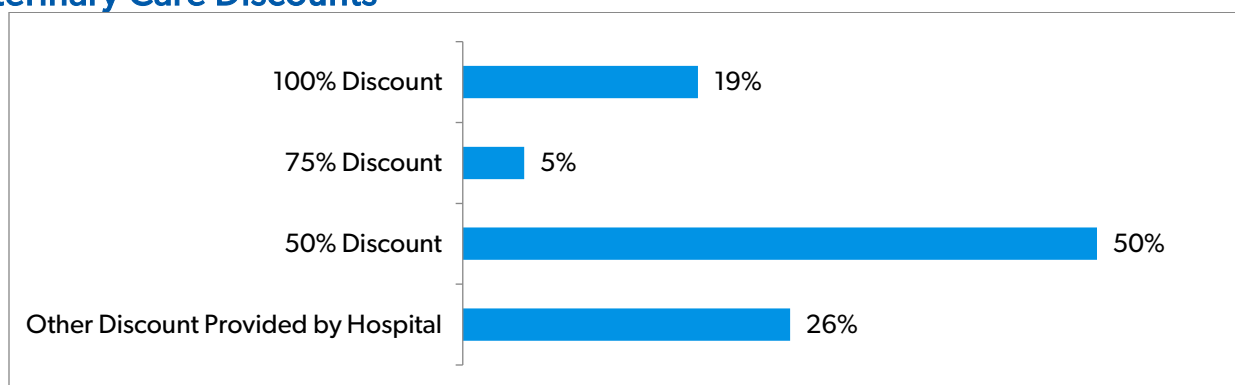


Figure 2. Veterinary care discounts for non-DVM staff.

All staff (100%) received some form of veterinary care and veterinary products discounts. The most common way of providing a specific veterinary care benefit was through a 50 per cent discount on services. Another five per cent of practices offered a 75 per cent discount and 19 per cent offered a 100 per cent discount. Twenty-six per cent 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

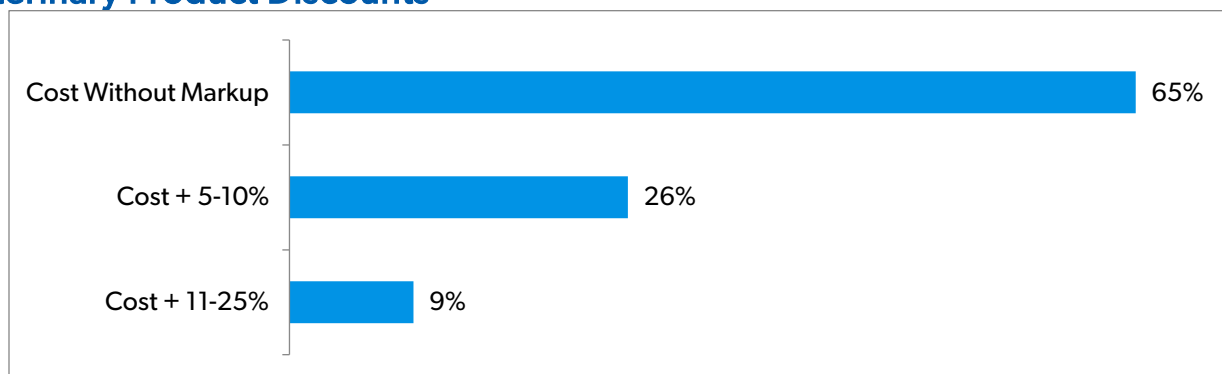


Figure 3. Veterinary product discounts for non-DVM staff.

Sixty-five per cent provided veterinary products at cost to staff. Twenty-six charged a nominal 5-10 per cent markup and 9 per cent charged cost plus a markup between 11 and 25 per cent.

Voluntary Association Dues

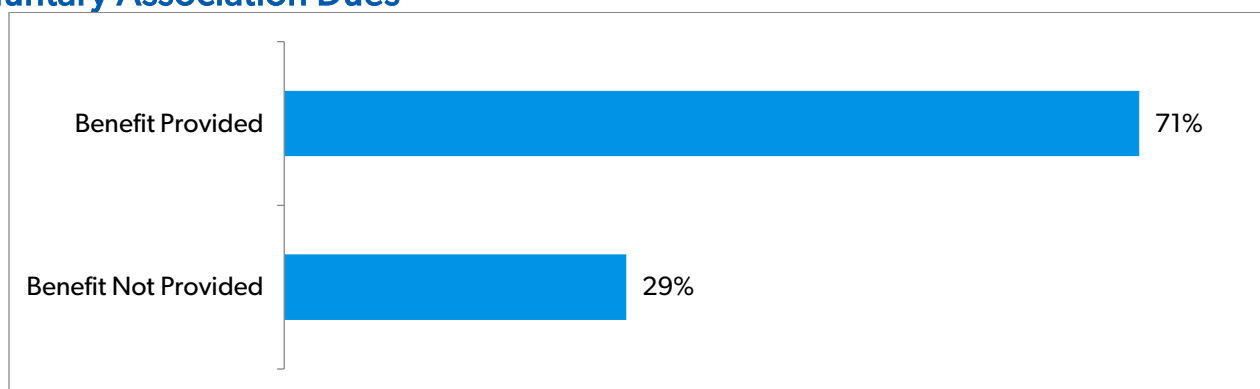


Figure 4. Hospital's share of voluntary association dues for non-DVM staff.

Of the 71 per cent of hospitals that reported that they provide voluntary association dues, all hospitals covered these dues in full.

License/Certification

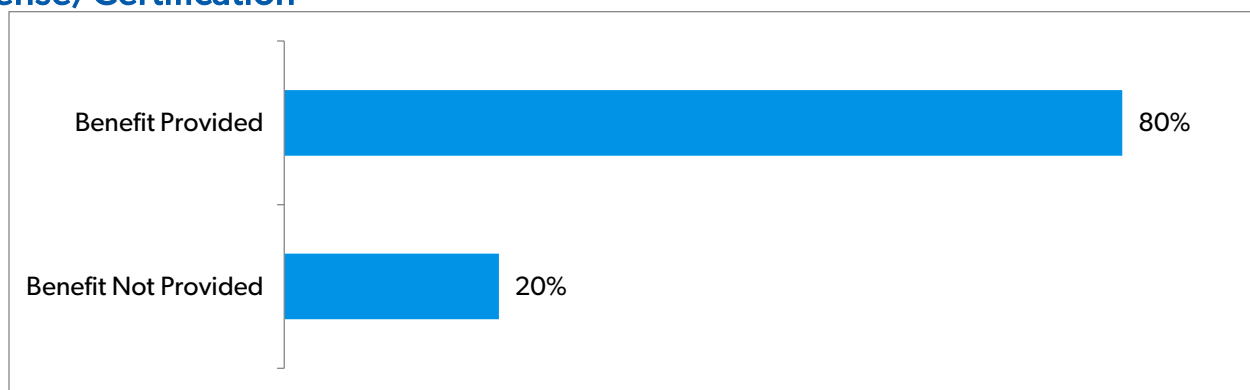


Figure 5. Hospital's share of license/certification for non-DVM staff.

The majority of veterinary hospitals in Ontario (80%) provided non-DVM staff with reimbursement for their license/certifications. Of those providing this benefit, 100 per cent paid the cost of the license/certification in full.