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Non-DVM Wage Report

2022 SASKATCHEWAN

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Introduction

Information for non-DVM wages and benefits comes from the 2022 Saskatchewan Practice Owners Economic Survey. This information reflects current wages and benefits for 312 non-DVM staff from 29 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 90 Responding | Less than 1 Year | 16.00 | 3 |
| | 1 – 2 Years | 17.25 | 3 |
| | 3 – 5 Years | 18.40 | 3 |
| | 6 – 10 Years | 19.70 | 3 |
| | All Respondents | 17.00 | 3 |
| Registered Technologist 119 Responding | Less than 1 Year | 21.00 | 3 |
| | 1 – 2 Years | 23.00 | 3 |
| | 3 – 5 Years | 23.00 | 3 |
| | 6 – 10 Years | 22.50 | 3 |
| | 11 – 15 Years | 24.45 | 4 |
| | More than 15 | 25.75 | 3 |
| | All Respondents | 22.80 | 3 |
| Non-Registered Assistant 53 Responding | Less than 1 Year | 15.00 | 3 |
| | 1 – 2 Years | 16.00 | 3 |
| | 3 – 5 Years | 16.50 | 3 |
| | 6 – 10 Years | 16.00 | n/a |
| | All Respondents | 16.00 | 3 |
| Kennel Assistant 16 Responding | Less than 1 Year | 14.00 | 3 |
| | 1 – 2 Years | 14.50 | 3 |
| | All Respondents | 14.00 | 3 |
| Office Manager 13 Responding | 1 – 2 Years | 21.00 | 3 |
| | 6 – 10 Years | 25.00 | 3 |
| | All Respondents | 25.00 | 3 |
| Practice Manager 7 Responding | 11 – 15 Years | 31.37 | 4 |
| | All Respondents | 33.60 | 4 |
| Hospital Administrator 6 Responding | All Respondents | 46.00 | 4 |
| Student 8 Responding | All Respondents | 15.50 | 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 |
| On or South of Trans Canada Hwy (incl. Regina) | 24.00 | 42 | 17.00 | 27 |
| East of Hwy 11 and North of Trans Canada Hwy | 22.75 | 14 | 20.80 | 3 |
| West of Hwy 11 and North of Trans Canada Hwy (incl. Saskatoon) | 22.00 | 63 | 15.45 | 23 |

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 | Kennel Assistant | | Receptionist | |
|--|------------------|--------------|------------------|--------------|
| | Median Wage (\$) | # Responding | Median Wage (\$) | # Responding |
| On or South of Trans Canada Hwy (incl. Regina) | 14.00 | 12 | 17.00 | 45 |
| East of Hwy 11 and North of Trans Canada Hwy | n/a | n/a | 19.50 | 7 |
| West of Hwy 11 and North of Trans Canada Hwy (incl. Saskatoon) | 13.00 | 3 | 17.00 | 90 |

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

Hourly Wage by Area – Office and Practice Manager

| Area | Office Manager | | Practice Manager | |
|--|------------------|--------------|------------------|--------------|
| | Median Wage (\$) | # Responding | Median Wage (\$) | # Responding |
| On or South of Trans Canada Hwy (incl. Regina) | 29.00 | 4 | 42.36 | 4 |
| East of Hwy 11 and North of Trans Canada Hwy | n/a | n/a | n/a | n/a |
| West of Hwy 11 and North of Trans Canada Hwy (incl. Saskatoon) | 25.00 | 7 | n/a | n/a |

Table 4. Office and Practice Manager 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 | 16.50 | 17.00 | +2.9% |
| AHT/RVT | 21.00 | 22.80 | +8.2% |
| Non-Registered Assistant | 16.00 | 16.00 | +0% |
| Kennel Assistant | 14.00 | 14.00 | +0% |
| Office Manager | 30.00 | 25.00 | -18.2% |
| Practice Manager | 20.00 | 33.60 | +50.7% |
| Student | n/a | 15.50 | n/a |

Table 5. Median hourly wage, stratified by type of employee, for 2021 and 2022.

Most non-DVM staff saw their wages increase year-over-year. Non-registered assistants and kennel assistants stayed the same from 2021 to 2022. Practice managers saw an increase of over 50%. It should also be noted that this group is a larger sample size this year due to the inclusion of corporate data.

Health and Dental Insurance

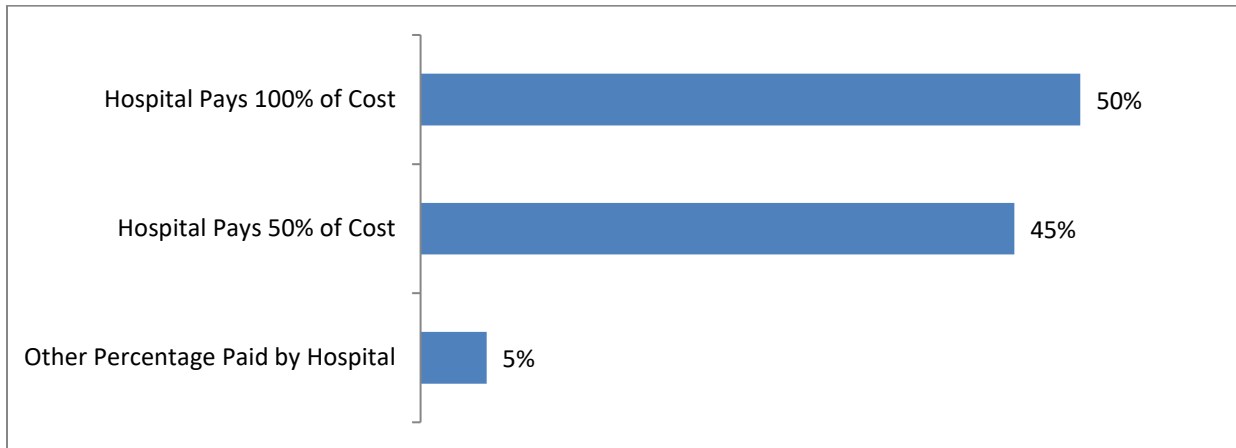


Figure 1. Hospital’s share of health and dental insurance for non-DVM staff.

The most common arrangement, at 50%, was for the hospital to cover the entire cost of this insurance. An additional 45% split the cost of this insurance evenly with their non-DVM staff.

Veterinary Care Discounts

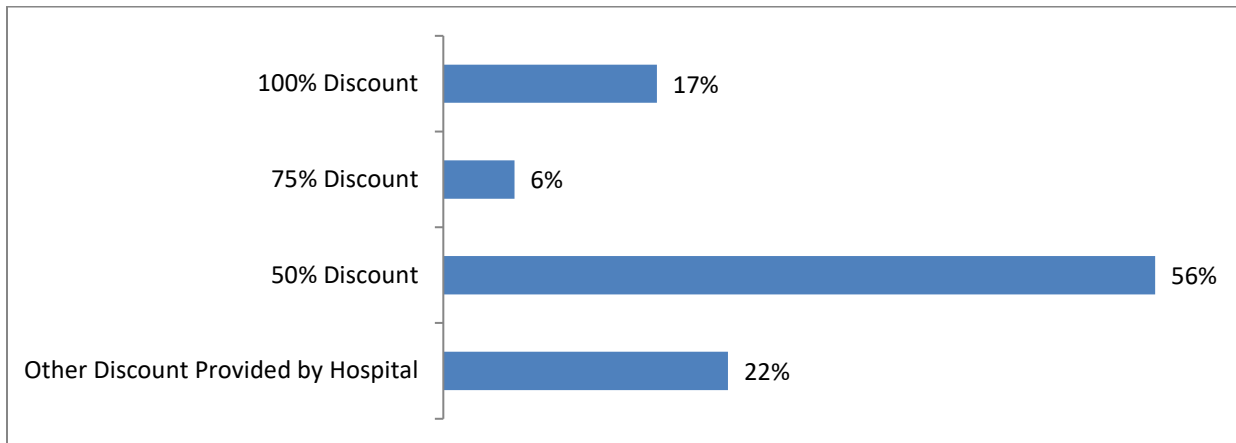


Figure 2. Veterinary care discounts for non-DVM staff.

The largest group of hospitals (56%) provided their staff with a discount of 50%. Another 22% 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

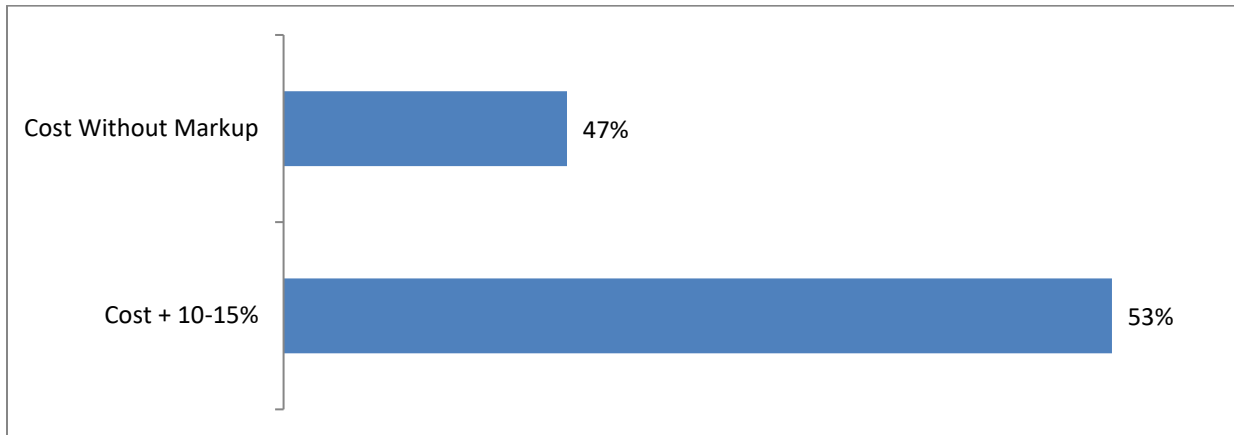


Figure 3. Veterinary product discounts for non-DVM staff.

The majority of hospitals (53%) provided this discount by charging cost plus a markup of between 10-15%, while another 47% were charging non-DVM staff the cost of products, without any markup.

Voluntary Association Dues

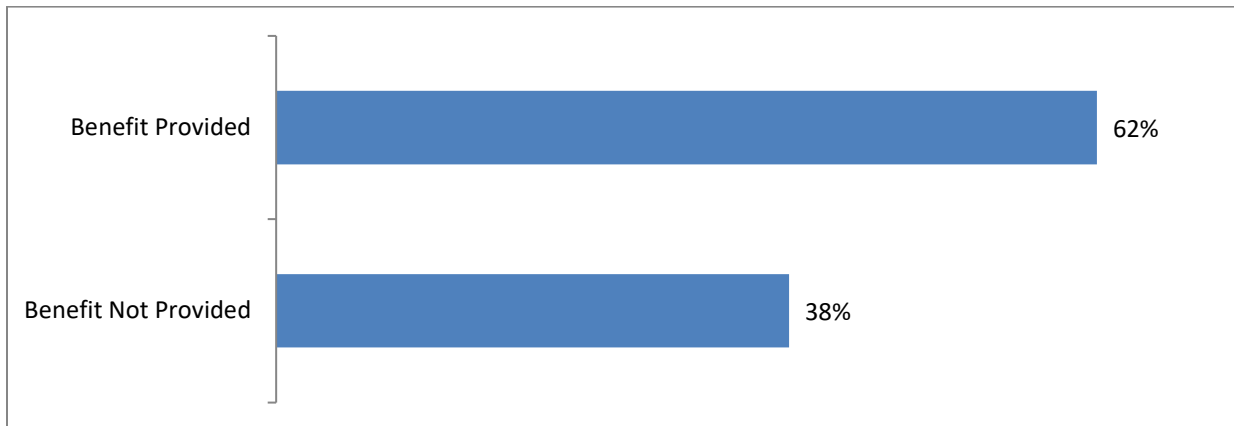


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

Most responding veterinary hospitals (62%) indicated that they provided non-DVM staff with reimbursement for their voluntary association dues. Of those hospitals providing this benefit, all did so by covering the entire cost of voluntary association dues.

License/Certification

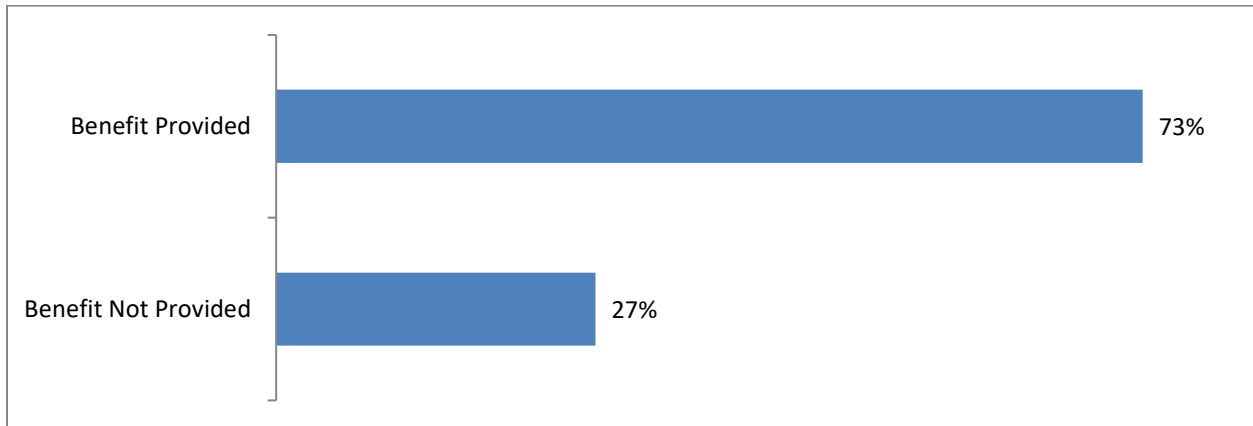


Figure 5. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

The majority of responding veterinary hospitals (73%) indicated that they provided non-DVM staff with reimbursement for license/certification. As with voluntary association dues, all hospitals providing this benefit covered the full cost of licensure or certification.