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Non-DVM Wage Report

2025 New Brunswick

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Introduction

Information for non-DVM wages and benefits comes from the 2025 New Brunswick Practice Owners Economic Survey. This information reflects current wages and benefits for 233 non-DVM staff from 14 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 53 Responding	Less than 1 Year	17.50	3.0
	1 – 2 Years	19.00	2.0
	3 – 5 Years	20.00	3.0
	6 – 10 Years	20.00	n/a
	11 – 15 Years	23.70	3.0
	Greater than 15 Years	20.71	5.0
	All Respondents	19.36	2.0
Registered Technologist 71 Responding	Less than 1 Year	22.00	n/a
	1 – 2 Years	20.25	2.0
	3 – 5 Years	22.00	2.0
	6 – 10 Years	23.75	3.0
	11 – 15 Years	24.26	3.0
	Greater than 15 Years	25.75	4.0
	All Respondents	22.25	3.0
Non-Registered Assistant 48 Responding	Less than 1 Year	18.50	n/a
	1 – 2 Years	18.75	2.0
	3 – 5 Years	22.25	2.5
	6 – 10 Years	22.00	3.5
	All Respondents	20.13	3.0
Kennel Assistant 7 Responding	1 – 2 Years	17.10	n/a
	3 – 5 Years	17.00	2.0
	All Respondents	17.00	2.0
Office Manager 7 Responding	All Respondents	22.81	3.5
Practice Administrator 2 Responding	All Respondents	n/a	n/a
Practice Manager 8 Responding	All Respondents	30.05	4.5
Student 4 Responding	All Respondents	20.25	n/a

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
Campbellton-Miramichi (Northumberland, Gloucester, Restigouche Counties)	22.00	9	19.30	6
Fredericton - Oromocto (York, Sunbury, Queens Counties)	23.90	18	21.00	20
Moncton - Richibucto (Kent, Westmorland, Albert Counties)	22.00	19	21.00	11
Saint John - St. Stephen (Kings, Saint John, Charlotte Counties)	23.00	13	19.25	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
Campbellton-Miramichi (Northumberland, Gloucester, Restigouche Counties)	20.00	7	n/a	1
Fredericton - Oromocto (York, Sunbury, Queens Counties)	19.63	20	n/a	1
Moncton - Richibucto (Kent, Westmorland, Albert Counties)	19.18	12	18.00	3
Saint John - St. Stephen (Kings, Saint John, Charlotte Counties)	19.50	7	n/a	1

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

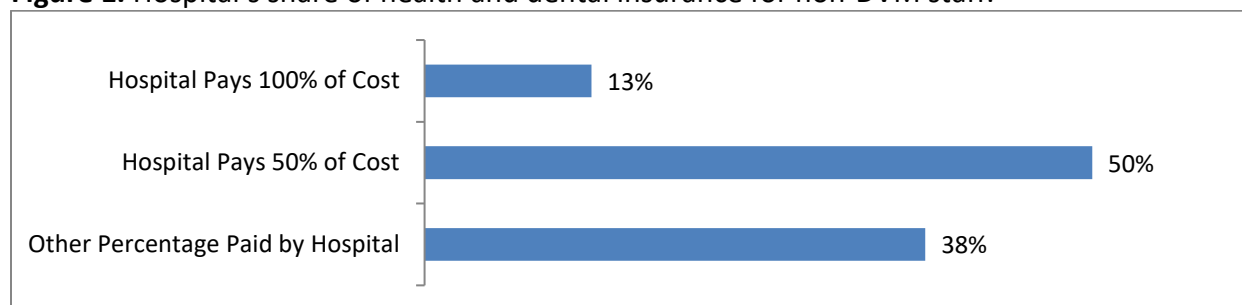
Year-Over-Year Comparison

Employee Type	2024 Median Hourly Wage	2025 Median Hourly Wage	Change
Receptionist	18.84	19.36	3%
Registered Technologist	22.50	22.25	-1%
Non-Registered Assistant	18.52	20.13	9%
Kennel Assistant	15.80	17.00	8%
Office Manager	31.04	22.81	-27%
Practice Manager	26.92	30.05	12%

Table 4. 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.



The majority of responding veterinary hospitals (69%) indicated that they provided this benefit to their non-DVM Staff. The most common arrangement, with half the responding hospitals, was for the hospital to pay half of the cost of this insurance.

Veterinary Care Discounts

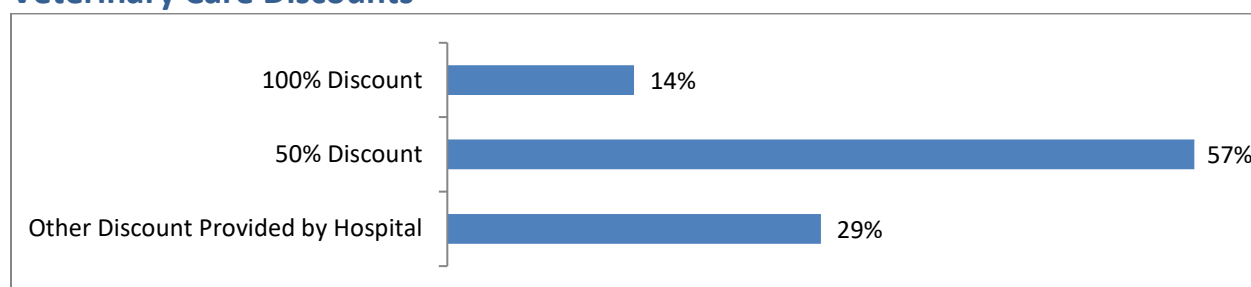


Figure 2. Veterinary care discounts for non-DVM staff.

All hospitals offered some form of veterinary care discount to staff. Five-seven per cent were allocated a 50% discount, while 14% received a 100% discount. An additional 29% received another discount amount.

Veterinary Product Discounts

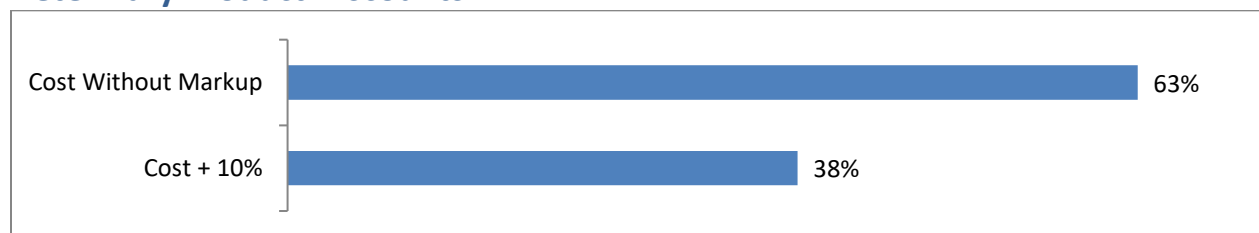


Figure 3. Veterinary product discounts for non-DVM staff.

All hospitals offered some form of veterinary product discount to staff. The most common arrangement, at 63%, was to provide veterinary products at cost without markup. Another 38% provided the benefit at cost plus a 10% markup.

Voluntary Association Dues

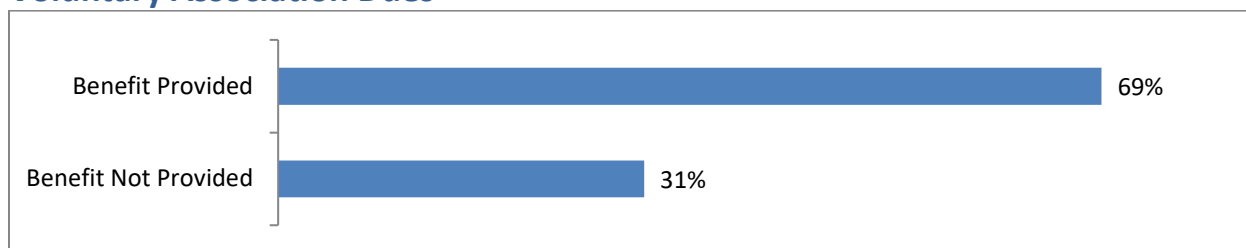


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

Most responding veterinary hospitals (69%) 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

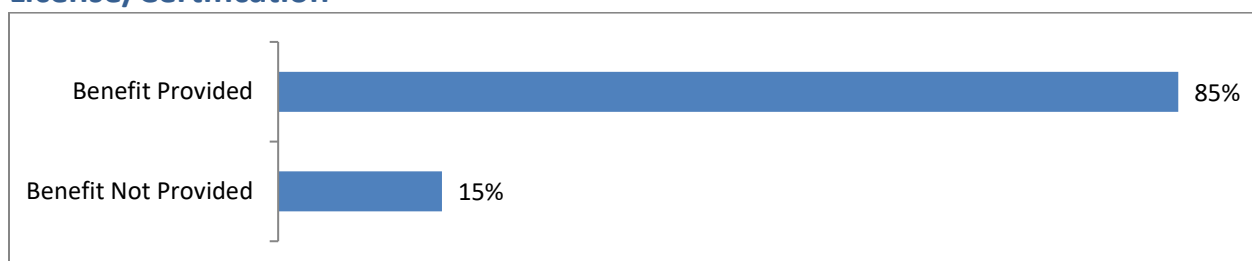


Figure 5. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

Nearly all responding veterinary hospitals (85%) 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.