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Non-DVM Wage Report

2025 SASKATCHEWAN

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Introduction

Information for non-DVM wages and benefits comes from the 2025 Saskatchewan Practice Owners Economic Survey. This information reflects current wages and benefits for 296 non-DVM staff from 25 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 82 Responding	Less than 1 Year	17.50	3.0
	1 – 2 Years	19.55	3.0
	3 – 5 Years	18.42	3.0
	6 – 10 Years	22.00	3.0
	All Respondents	19.65	3.0
Registered Technologist 113 Responding	Less than 1 Year	23.00	0.0
	1 – 2 Years	25.00	3.0
	3 – 5 Years	25.63	3.0
	6 – 10 Years	27.00	3.0
	11 – 15 Years	29.00	4.0
	More than 15	28.70	4.0
	All Respondents	25.75	3.0
Non-Registered Assistant 61 Responding	Less than 1 Year	17.00	3.0
	1 – 2 Years	18.43	3.0
	3 – 5 Years	23.50	3.0
	6 – 10 Years	21.88	3.0
	All Respondents	19.00	3.0
Kennel Assistant 27 Responding	Less than 1 Year	17.00	n/a
	1 – 2 Years	17.25	3.0
	3 – 5 Years	17.20	n/a
	All Respondents	17.00	3.0
Office Manager 10 Responding	6 – 10 Years	34.33	3.5
	More than 15	35.00	4.0
	All Respondents	32.75	3.5
Practice Administrator 3 Responding	All Respondents	50.54	n/a
Practice Manager 6 Responding	11 – 15 Years	34.00	4.0
	All Respondents	35.87	4.0

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)	27.50	54	19.00	45
East of Hwy 11 and North of Trans Canada Hwy	n/a	2	n/a	1
West of Hwy 11 and North of Trans Canada Hwy (incl. Saskatoon)	24.48	57	19.25	15

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)	17.25	12	19.40	42
East of Hwy 11 and North of Trans Canada Hwy	18.50	4	19.50	3
West of Hwy 11 and North of Trans Canada Hwy (incl. Saskatoon)	17.00	11	20.40	37

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)	32.50	5	40.00	3
East of Hwy 11 and North of Trans Canada Hwy	n/a	0	n/a	0
West of Hwy 11 and North of Trans Canada Hwy (incl. Saskatoon)	34.33	5	29.00	3

Table 4. Office and Practice Manager 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	18.50	19.65	6%
AHT/RVT	24.00	25.75	7%
Non-Registered Assistant	18.27	19.00	4%
Kennel Assistant	16.30	17.00	4%
Office Manager	29.00	32.75	13%
Practice Manager	30.25	35.87	19%
Practice Administrator	47.11	50.54	7%

Table 5. Median hourly wage, stratified by type of employee, for 2024 and 2025.

Health and Dental Insurance

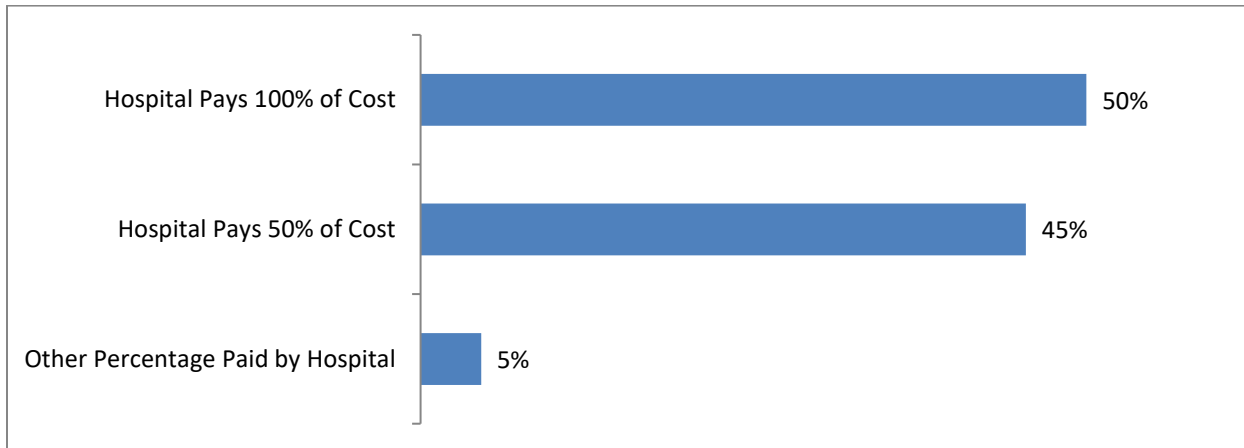


Figure 1. Hospital's share of health and dental insurance for non-DVM staff.

Health and dental benefits were provided by almost all (92%) hospitals in 2025. 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

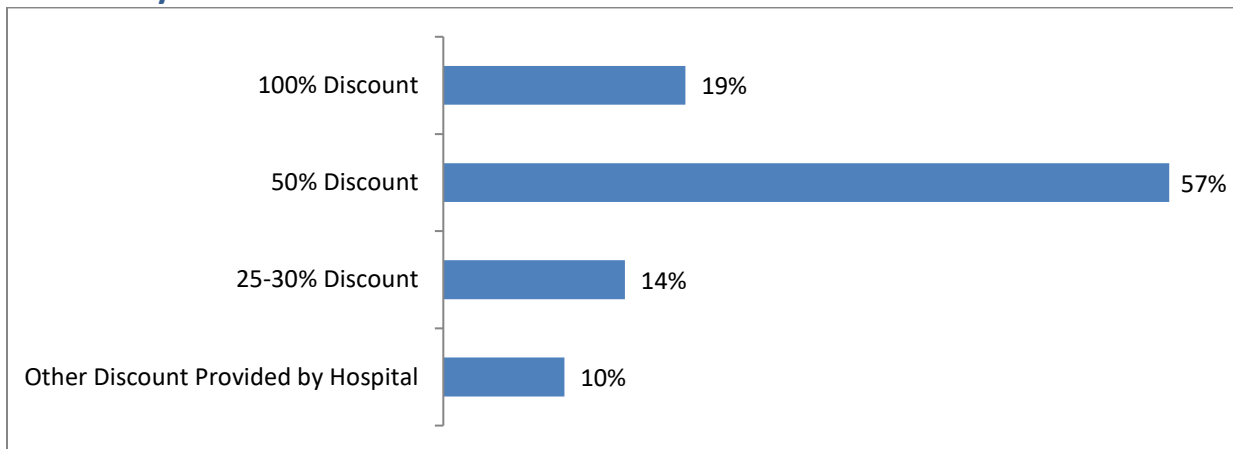


Figure 2. Veterinary care discounts for non-DVM staff.

All hospitals provided both veterinary care and veterinary product discounts to their staff. The largest group of hospitals (57%) provided their staff with a discount of 50% and 19% offered services at no cost. Another 14% provided a discount between 25% and 30%.

Veterinary Product Discounts

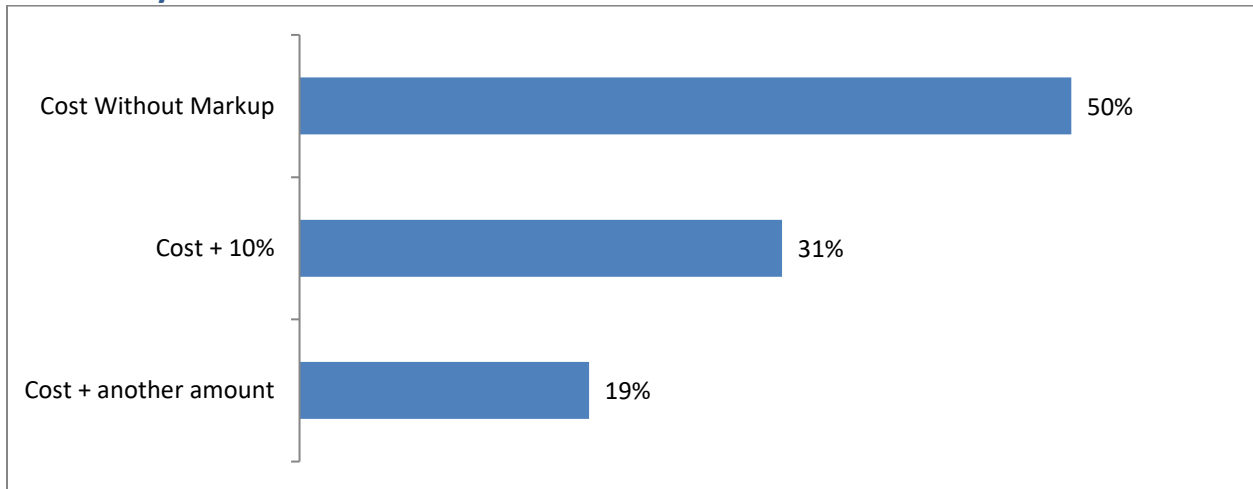


Figure 3. Veterinary product discounts for non-DVM staff.

Half of responding hospitals provided veterinary product discounts by offering veterinary products at cost without any markup. Another 31% provided veterinary products at cost plus a 10% markup, while 19% offered the benefit at cost plus a different markup.

Voluntary Association Dues

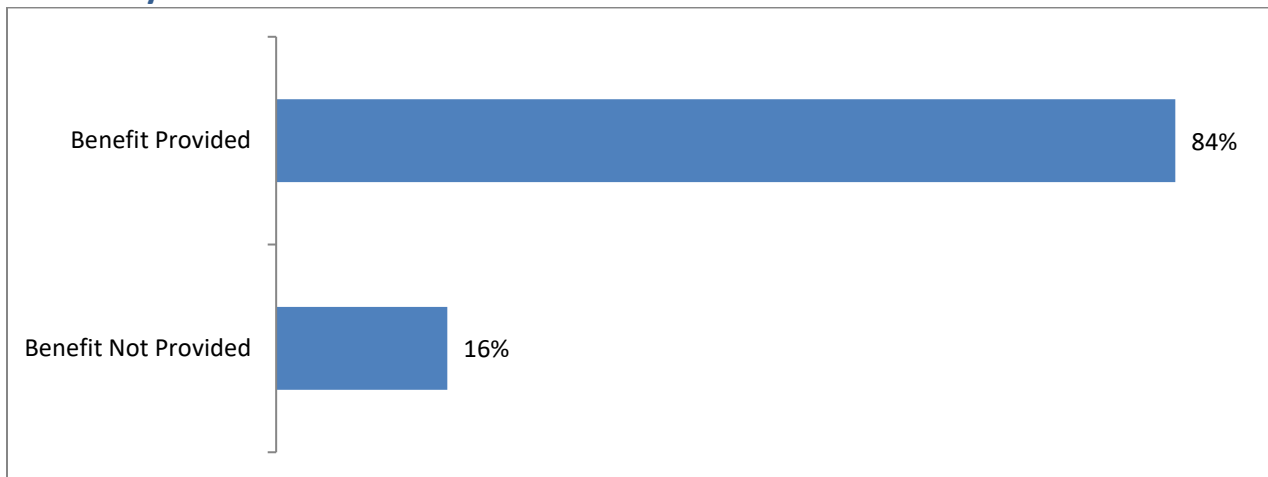


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

Most responding veterinary hospitals (84%) 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 (92%) 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.