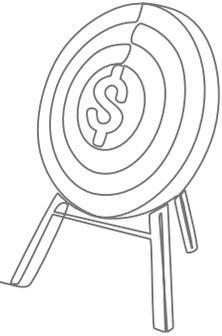


# OAVT's Wage & Compensation Report 2023

Each year, we ask OAVT members to provide input on wages and compensation so we can monitor trends in the RVT profession and address gaps that might be present. Once again, approximately 30% of our membership completed this year's survey.



Average wage for Ontario RVTs in 2023



Median wage for Ontario RVTs in 2023



of respondents work in a traditional small animal practice (a 0.5% drop from '22).

Fewer than 1% of respondents are earning less than \$20/hr – down from 2% in 2022 and 13.7% in 2021.

70% of respondents reported receiving a raise in 2023. The average raise was \$2.60/hr.

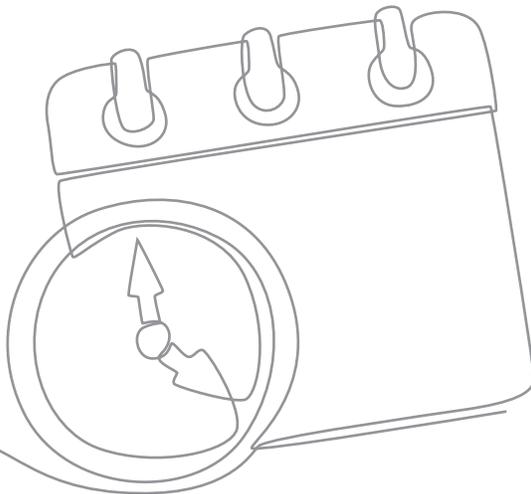
Their average wage is \$25.97 (up from \$24.74 in '22). Of those respondents, 58% work in independently-owned practices, while 42% work in corporately-owned ones. The gap between the number of independently-owned practices and those owned by a corporation continues to narrow.



have been at their current workplace for five years or less – 16% for less than one year.



of respondents receive the standard two weeks of vacation. 31% of respondents have three weeks of vacation, while 18% have more than three weeks.

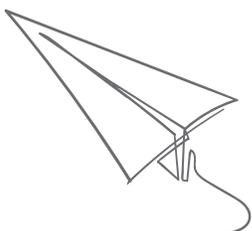


## RVT wages by years of experience

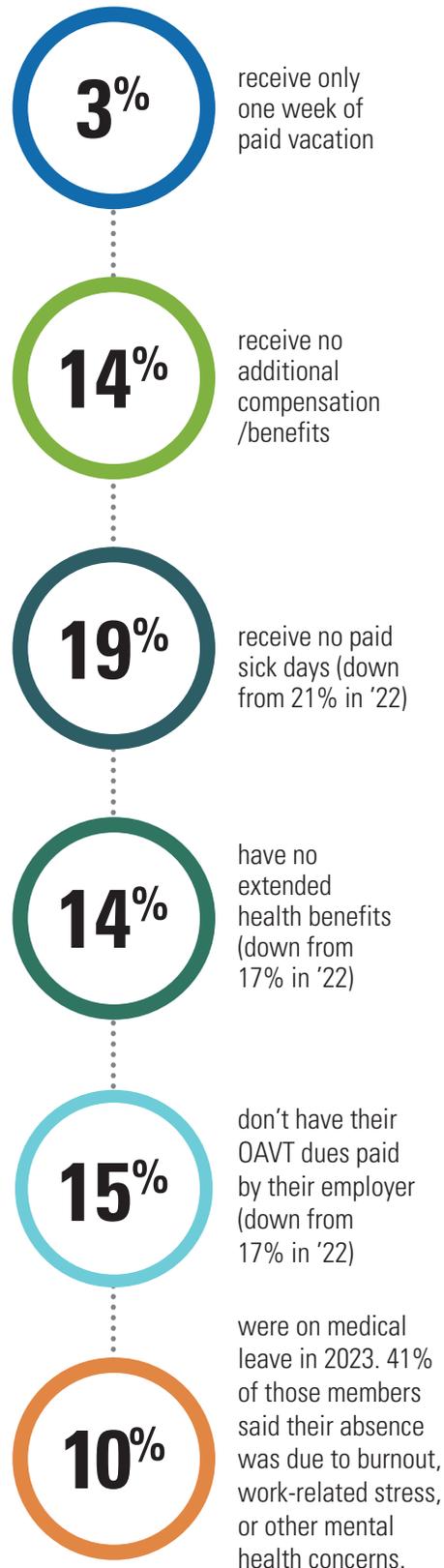
| Years as an RVT | Average Hourly Wage | Median Hourly Wage | Number of Respondents |
|-----------------|---------------------|--------------------|-----------------------|
| >1              | 23.89               | 23.85              | 56                    |
| 1-2             | 25.10               | 24.85              | 110                   |
| 3-5             | 26.28               | 25                 | 288                   |
| 6-10            | 27.96               | 27                 | 303                   |
| 11-15           | 29.26               | 27.55              | 241                   |
| 16-20           | 30.36               | 28.93              | 164                   |
| 21-25           | 33.26               | 30                 | 108                   |
| 25+             | 33.87               | 29.69              | 110                   |

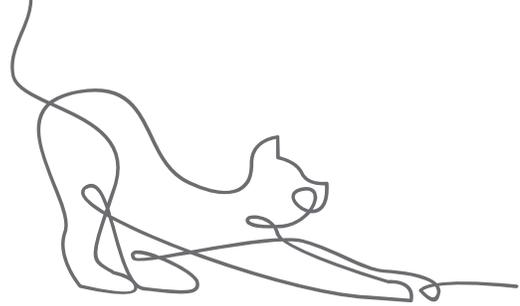
## RVT wages by location

| Location  | # of Respondents | Avg Wage (Per Hour) | Median Wage (Per Hour) |
|---|------------------|---------------------|------------------------|
| Brant/Haldimand-Norfolk   | 13               | 26.11               | 24                     |
| Chatham-Kent  | 12               | 26.51               | 24.15                  |
| District of Algoma  | 8                | 25.85               | 24                     |
| Durham Region   | 60               | 30.05               | 27                     |
| Eastern Ontario (Prescott, Russell, Stormont, Dundas & Glengarry) | 9                | 26.70               | 25.96                  |
| Grey-Bruce  | 25               | 25.18               | 24.95                  |
| Haliburton-Kawartha Pine Ridge                                    | 15               | 28.47               | 27                     |
| Halton Region   | 44               | 28.74               | 27                     |
| Hamilton  | 46               | 28.27               | 26                     |
| Hastings-Prince Edward Counties                                   | 10               | 25.48               | 25                     |
| Huron-Perth   | 22               | 25.87               | 25.50                  |
| Kingston, Frontenac/Lennox/Addington                              | 44               | 26.93               | 25                     |
| Lambton   | 9                | 26.96               | 27                     |
| Leeds, Grenville/Lanark   | 37               | 25.65               | 25                     |
| London-Middlesex  | 79               | 27.66               | 27                     |
| Niagara Region  | 37               | 26.85               | 25.75                  |
| North Bay-Parry Sound   | 16               | 24.27               | 23.50                  |
| Ottawa  | 126              | 29.94               | 28.05                  |
| Peel Region   | 60               | 28.65               | 27                     |
| Peterborough County   | 23               | 25.80               | 26                     |
| Renfrew County  | 11               | 25.72               | 24.90                  |
| Simcoe-Muskoka  | 58               | 27.31               | 28                     |
| Southwestern (Oxford County, Elgin County & City of St. Thomas)   | 32               | 27.15               | 25                     |
| Sudbury   | 19               | 29.63               | 24                     |
| Timiskaming/Porcupine   | 9                | 38.48               | 25                     |
| Thunder Bay/Northwestern Ontario                                  | 16               | 25.88               | 25                     |
| Toronto   | 157              | 31.17               | 30                     |
| Waterloo Region   | 60               | 27.98               | 26.78                  |
| Wellington-Dufferin-Guelph  | 60               | 31.20               | 30                     |
| Windsor-Essex   | 51               | 23.80               | 23                     |
| York Region   | 84               | 31.74               | 29.99                  |



## Areas for improvement





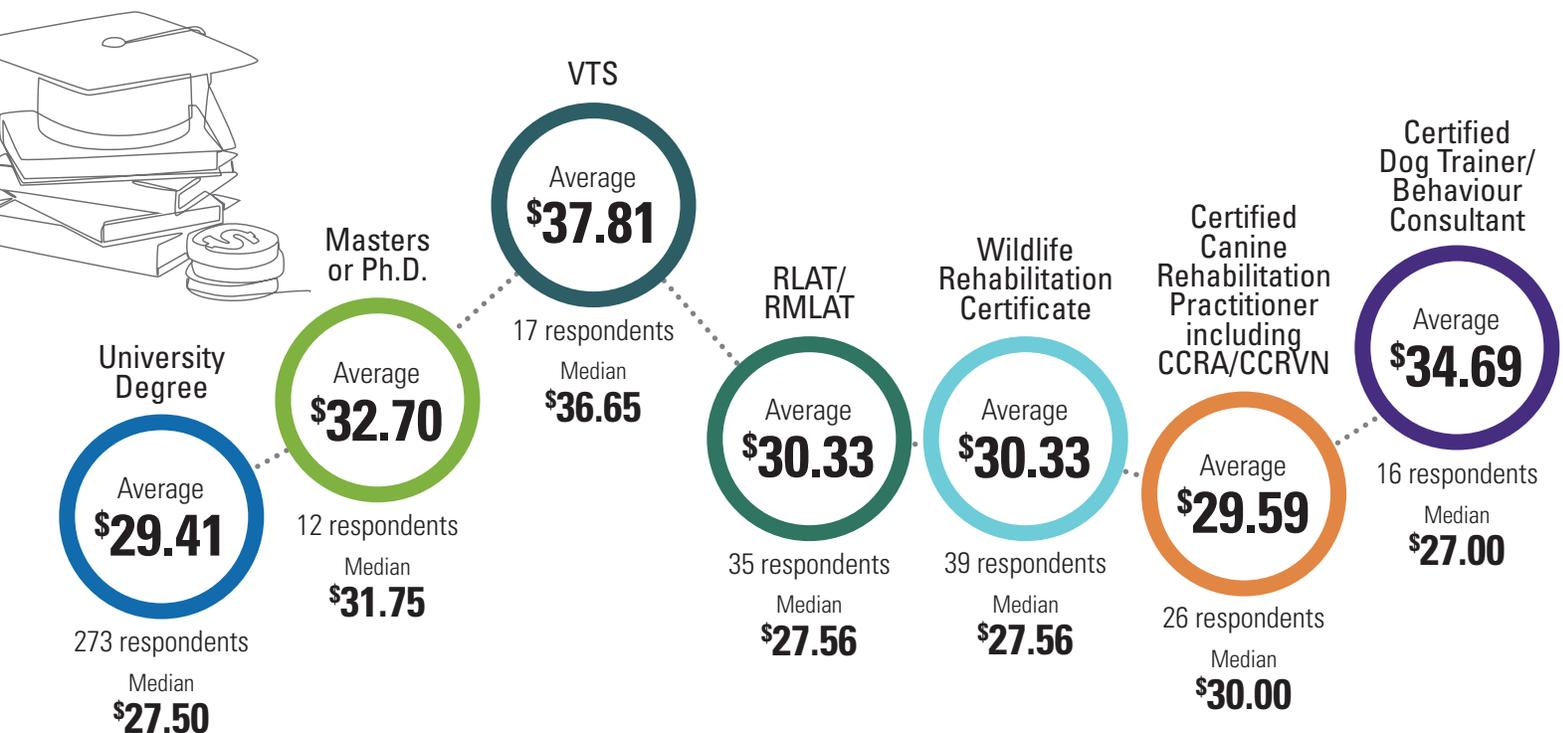
## RVT wages by sector

| Sector*  | Average Hourly Wage | Median Hourly Wage | Number of Respondents |
|--|---------------------|--------------------|-----------------------|
| Small Animal Veterinary Hospital (including Exotics/Birds/Pocket Pets)         | 25.97               | 25.20              | 827                   |
| Large Animal Veterinary Practice (Including Food Animal, Ruminants and Equine) | 27.94               | 27                 | 25                    |
| Mixed Animal Veterinary Practice (Equine, Food Animal, and Small Animal)       | 25.34               | 25                 | 67                    |
| Emergency/24 Hour Veterinary Hospital  | 29.61               | 29                 | 121                   |
| Shelter Medicine (Municipal and Not-for-profit)                                | 32.12               | 27.55              | 44                    |
| Specialty/Referral Practice  | 33.07               | 32                 | 93                    |
| Veterinary Teaching Hospital   | 38.31               | 39.27              | 20                    |
| Educator - Veterinary Technology Program                                       | 52.66               | 43                 | 21                    |
| Research/Lab Animal Science  | 32.83               | 32                 | 41                    |
| Industry Sales/Marketing   | 38.31               | 38.12              | 30                    |
| Office Manager/Practice Manager  | 32.24               | 30.96              | 39                    |
| Self-Employed (related to the RVT field)                                       | 39.25               | 33                 | 11                    |
| Locum  | 36.59               | 35                 | 11                    |

\*While other sectors were identified, they were not included as they had less than 8 respondents.

## Additional Qualifications\*

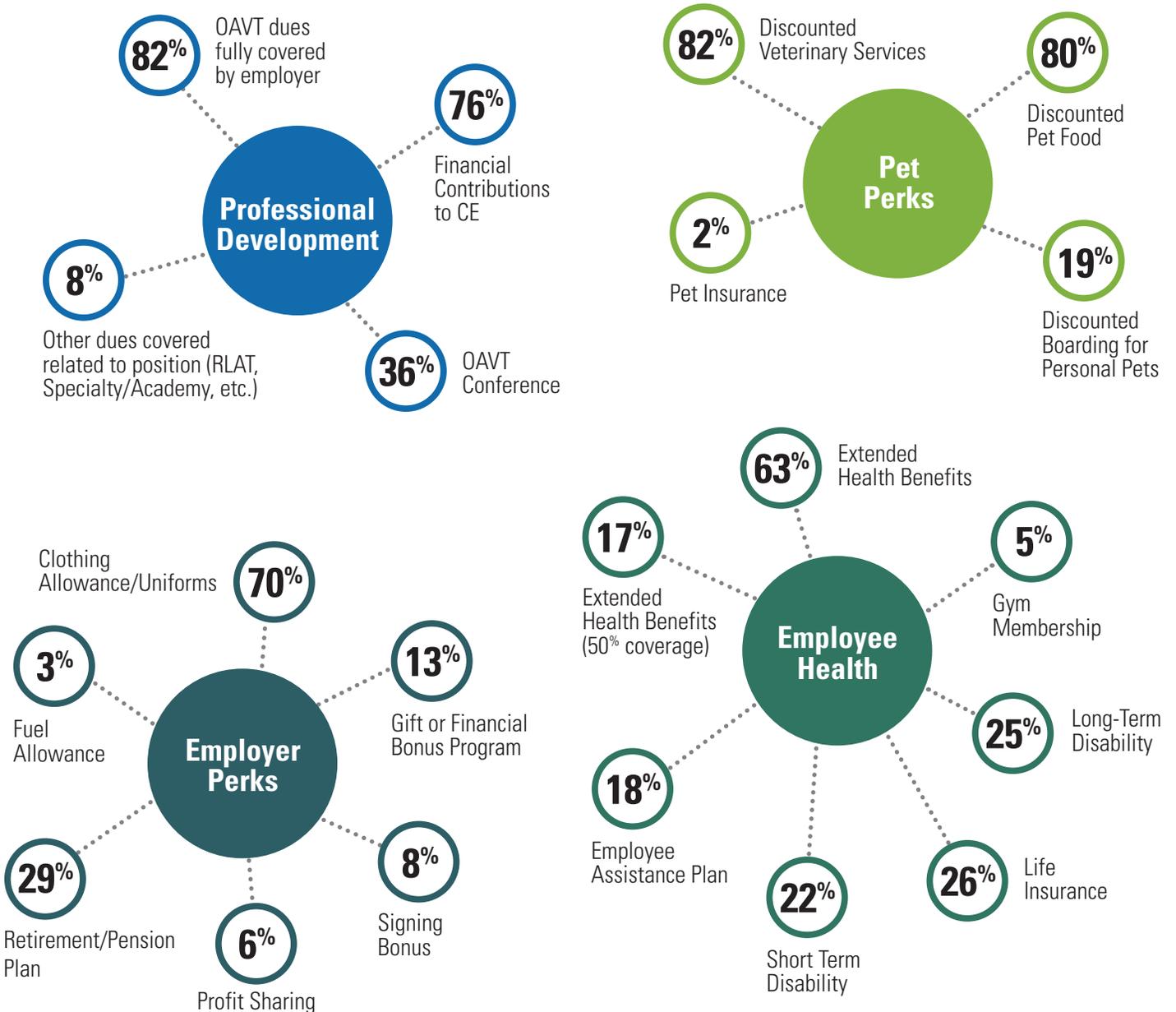
By pursuing additional qualifications, members can broaden their knowledge and enhance their skills in the delivery of specific services. These qualifications can favourably affect members' earning potential.



\*Other qualifications were not included as they had less than 8 respondents.

## Additional Compensation

While salary is certainly a critical element of job satisfaction, it's good to consider factors beyond a paycheck that can contribute to overall fulfillment. To help improve workplace culture and limit employee turnover, employers should offer supplementary benefits that employees find valuable. Following is a tally of the most common benefits provided to members.



Thank you to the OVMA's Director of Economic Research, for assisting with data compilation.