

Q13 Thinking outside the box, what incentives would you like to see if a wage increase is not possible? For example would an RRSP contribution be of interest, or profit sharing or subsidizing childcare? Be creative.

Answered: 345 Skipped: 95

#	RESPONSES	DATE
1	regulations put into place requiring ergonomic equipment (e.g. dental station/chair) for longevity in the field, RRSP contribution, profit sharing	1/3/2018 12:49 PM
2	Subsidizing childcare	12/29/2017 3:36 PM
3	All of the above. Better deals for doing our own pets care at the clinic (currently better for me to go to a fellow tech friend's clinic money wise & I don't even work there)	12/27/2017 10:21 PM
4	job share for people with kids, definitely RRSP contributions!	12/27/2017 11:34 AM
5	We are fortunate in that our hospital does provide profit sharing (just started a few years ago). RRSP contribution would be of an interest, for sure, as I think many in our field don't necessarily think about longer term investments, or are able to because of the cost of living compared to wages received in the lower mainland. Milestone recognition would be great (such as years of employment). Again though, this had recently been instituted in our hospital, so we will see where it goes :-)	12/27/2017 10:47 AM
6	Paid benefits, rrsp, great pet benefits, bonuses in good months	12/19/2017 9:37 PM
7	personal medical benefits, work sharing	12/19/2017 9:29 AM
8	RRSp contributions & profit sharing would be good	12/19/2017 12:24 AM
9	Medical benefits, childcare, free pet care/treatment	12/16/2017 4:19 PM
10	RRSP or fair work hours/scheduling would help	12/15/2017 2:08 PM
11	RRSP contribution would be awesome! Also CE conferences where I get to travel out of BC	12/15/2017 1:16 PM
12	Fitness incentives,	12/11/2017 8:05 PM
13	Medical and dental.	12/11/2017 5:16 PM
14	Wage increase is imperative, outside of that good CE support, pay for yearly registration fees, strong extended medical benefits, paid vacation, at cost veterinary supplies and care	12/11/2017 1:19 PM
15	Benefits, subsidizing child care, profit sharing, more CE at larger events	12/11/2017 6:38 AM
16	Any and all of those would be good. I think anything an employer does to off set my cost of living is helpful.	12/10/2017 10:43 PM
17	Child care subsidy or chance to go to more CE out of province (conferences)	12/10/2017 9:17 PM
18	Extra time off, more flexible scheduling, rrsp contribution, pet discount or pet insurance deals	12/10/2017 5:37 PM
19	Profit sharing, training, RRSP	12/10/2017 4:25 PM
20	RRSP or increased holidays	12/10/2017 4:23 PM
21	Profit sharing would and RRSP contributions would be interesting, good CE opportunities are very important to me,	12/10/2017 11:05 AM
22	Subsidizing childcare and rrsp contributions be fantastic. We tried profit sharing years ago and it wasn't that great so we did away with it.	12/10/2017 9:09 AM
23	Better holidays and scheduling, bonuses	12/9/2017 8:15 PM
24	Profit sharing and Childcare offered by the employer in the workplace	12/9/2017 8:02 PM
25	Bonus every year (for us working our ass off) and rrsp contribution would be great	12/9/2017 4:30 PM
26	More holiday time, RRSP matching	12/9/2017 1:26 PM

27	RRSP matching; In-house massages; in-house CE from specialists from out of town - like a visit for 3 days and time w everyone.	12/9/2017 8:51 AM
28	RRSP contribution would be amazing! Gym membership or yoga studio passes. Credits on account toward own pets' care/food. Subsidized massage therapy. Spa days.	12/9/2017 4:03 AM
29	Paid time off	12/9/2017 1:43 AM
30	RESP for children	12/8/2017 7:50 PM
31	Better pet benefits, profit sharing, yearly bonus, RRSP would be nice	12/8/2017 11:09 AM
32	paid sick days based on length of employment, medical coverage	12/8/2017 6:04 AM
33	Rrsp contribution. Bonuses.	12/7/2017 9:50 PM
34	RRSP, benefits, gas card, uniform/footwear allowance	12/7/2017 8:01 PM
35	Retirement and paid sick days	12/7/2017 7:58 PM
36	Profit sharing, bonuses, employee benefits, RRSP contributions	12/7/2017 12:22 PM
37	RRSP contributions and profit sharing are actually the two things that I have pushed for in the past and I will continue to bring it up. I would like unused sick days to be given back as extras holiday days to encourage people to not misuse sick days. Better to have control and schedule a person a holiday day than to work short staffed	12/7/2017 11:59 AM
38	RRSP or better benefits package, vet care for my pets at cost	12/7/2017 11:55 AM
39	Childcare would be a big one for me. I want to have children one day soon, but wanting to stay at my job is holding me back from that. Childcare is so expensive it's almost not worth it to keep working.	12/7/2017 10:43 AM
40	Any of those would be great	12/7/2017 7:46 AM
41	RRSP matching would be great, profit sharing would be appreciated as technicians help bring in a lot of money in various ways. I'm not a parent, but I'm sure childcare support would be appreciated. Increased holiday time is always nice to receive. If a tech wishes to specialize or has a certain area of interest, the company should discuss with the individual how they could work towards their goal(s). Recognition for the amount of work and hours techs put into Their work is very important, small rewards or awards could be given out as each team member does something above and beyond what they are expected to do.	12/7/2017 7:43 AM
42	RRSP contributions	12/6/2017 11:11 PM
43	Profit sharing would be a great incentive. Health benefits for everyone, not just full time employees. Subsidized childcare would have made it more appealing to work more when my kids were young, thus benefitting my employers as well.	12/6/2017 9:55 PM
44	subsidizing childcare would be good	12/6/2017 8:17 PM
45	more input on scheduling, occassionally getting coffee/lunch on longs days without having to ask for it, an actual attempt to minimaze overtime hours, free annual health check/vaccines for staff pets	12/6/2017 8:00 PM
46	RRSP contribution	12/6/2017 7:46 PM
47	ongoing staff appreciation, profit sharing, subsidizing childcare, free veterinary work for employee pets, paid continuing education opportunities, health insurance	12/6/2017 6:34 PM
48	Profit sharing	12/6/2017 6:15 PM
49	RRSP, profit sharing	12/6/2017 4:57 PM
50	Profit sharing is an excellent idea. Makes the most sense.	12/6/2017 4:40 PM
51	Those all sound good, but short/long term disability benefits, pension, rsp cobtribution, better health and dental FAMILY benefits	12/6/2017 4:05 PM
52	profit sharing seems like a great idea. more paid vacation time then 2 weeks. RRSP contribution also good. CE (conference) each year. free food.	12/6/2017 3:45 PM
53	RRSP contributions, regular bonuses, increased CE or holiday time. Anything that helps me feel valued as a staff member.	12/6/2017 3:12 PM
54	Rrsp matching, profit sharing, bonuses, vacation days	12/6/2017 2:42 PM

55	Paying for MSP	12/6/2017 2:03 PM
56	Member dues paid, CE allowances, reap contributions	12/6/2017 1:00 PM
57	Rrsp, good pet benefits, generous CE, uniforms, sick days. Bonuses	12/6/2017 10:11 AM
58	Sponsored CE, Pet Insurance premiums paid, Team building activities	12/6/2017 8:25 AM
59	Flex days are a great incentive.	12/6/2017 8:24 AM
60	We have full benefits, and a bonus. Structure on the way	12/6/2017 7:39 AM
61	CE opportunities, benefits,	12/5/2017 11:29 PM
62	A pension, RRSP, better health benefits, lunch/meal program since sometimes were unable to make a lunch or go out to get a lunch	12/5/2017 11:12 PM
63	Efforts made by the clinic to prevent burnout, hosting more team building and fun staff events.	12/5/2017 10:34 PM
64	Bonuses, gift cards to coffe shops or eateries near the clinic	12/5/2017 10:03 PM
65	Profit sharing, subsidized childcare, daycare on site or close by, paying a portion of further education for specialty	12/5/2017 9:53 PM
66	Benefits, profit sharing, pay for all CE, uniforms, staff pet care	12/5/2017 9:49 PM
67	Flex or bank time for overtime. Profit sharing more work done our own pets at reduced rates.	12/5/2017 9:45 PM
68	Increased CE allowance, occasional time off for no good reason, RRSP yes, pick a piece of equipment to replace	12/5/2017 9:39 PM
69	Rrrsp contributions, profit sharing	12/5/2017 9:25 PM
70	Offering free dental services for pets	12/5/2017 8:05 PM
71	getting a wanted item to help with your job, extra curricular team activities, fuel/gas expense help for after hours/house calls	12/5/2017 5:52 PM
72	Possibly better employee discounts, rsp contributions would be good as well	12/5/2017 5:36 PM
73	More mayment into retirement plan, sick day payment,	12/5/2017 5:27 PM
74	Full health coverage, RRSP contribution	12/5/2017 4:32 PM
75	Respect and anything to off set the low wages	12/5/2017 3:21 PM
76	all of the above	12/5/2017 2:54 PM
77	RRSP contribution, CE allowances	12/5/2017 12:42 PM
78	Those all sound fantastic. RRSP would be first pick, then profit sharing.	12/5/2017 12:37 PM
79	RRSP contribution would be awesome. Tried profit sharing, but we all preferred the Christmas bonus instead.	12/5/2017 12:34 PM
80	management training, CE, childcare options, medical coverage, reduced vet bills,	12/5/2017 11:27 AM
81	Profit sharing, bonuses	12/5/2017 11:07 AM
82	extra time off (paid)	12/5/2017 10:01 AM
83	RRSP, benefits, incentive based bonuses	12/5/2017 9:09 AM
84	Subsidizing child care would be amazing as i am single mother, Larger Christmas bonus, Pet insurance for staff pets paid by empolyer, Extended medical cover fully by employer.	12/5/2017 9:08 AM
85	pay for disability coverage, retirement fund	12/5/2017 9:06 AM
86	Childcare, rsp	12/5/2017 8:45 AM
87	RRSP and childcare subsidy would be amazing	12/5/2017 8:05 AM
88	RRSP would be great! Profit sharing a definite bonus! Daycare provided at clinic or subsidized. Incentives to keep doing well if not going to pay properly.	12/5/2017 7:48 AM
89	RRSP contribution	12/5/2017 7:26 AM
90	RRSP contribution sounds good	12/5/2017 6:53 AM

91	All of the above would be great	12/5/2017 6:44 AM
92	Yes RRSP, child car subsidizing, life insurance and nice scrub allowance.	12/5/2017 5:53 AM
93	I'm not sure.	12/5/2017 1:00 AM
94	RRSP contribution! MSP payments/contribution, health benefits.	12/5/2017 12:20 AM
95	RRSP, more holidays, bigger CE budget, but really - why would a wage increase not be possible???	12/4/2017 11:29 PM
96	Paid holiday or rrsp	12/4/2017 11:19 PM
97	Medical and extended care, dental. Rrsp would be nice. More opportunity for travelling CE not just online stuff. Contribution to my mortgage principle. Paid time off.	12/4/2017 10:40 PM
98	Paid sick days that are separate from vacation pay, paid benefits, regular incentive bonuses, bringing pets to work when necessary, discounts on pet services, childcare would be very helpful for many coworkers, increasing vacation pay rate beyond 3 weeks for long term employees	12/4/2017 10:27 PM
99	RRSP CONTRIBUTION, DUES PAID, LUXURY BENEFITS PACKAGE, BONUSSES	12/4/2017 10:22 PM
100	More paid vacation time	12/4/2017 10:16 PM
101	anything that would benefit me in the future re: retirement and security for my life. one day being able to afford a home is important. right now we cant do that at this wage.	12/4/2017 9:56 PM
102	Pet insurance as a well as the staff discount, more bigger more often continuing education, travel pay, no after hour requirements	12/4/2017 9:38 PM
103	RRSP contribution, comprehensive medical coverage, comprehensive pet insurance, subsidized child care, mental and physical health classes - yoga, tax, meditation, spin, dance	12/4/2017 9:03 PM
104	extended health including orthodontics, profit sharing	12/4/2017 8:56 PM
105	Pet related perks are important, RRSP, comprehensive benefit package, profit sharing is a nice idea often reserved for vets although techs often contribute to selling both products and procedures, pet insurance subsidies, CE, good discounts, child care, modest number of sick days	12/4/2017 8:56 PM
106	Medical and dental benefits, no on call requirements	12/4/2017 8:47 PM
107	Mental health resource for those who are in the various stages of burnout. Regulatory bodies that check in on employees or offer support as needed	12/4/2017 8:39 PM
108	??	12/4/2017 8:16 PM
109	RRSP contribution, better/more paid holidays or sick days	12/4/2017 8:12 PM
110	RRSP, vacations, work fewer days	12/4/2017 7:54 PM
111	Fully paid CE, health and dental benefits, additional time off	12/4/2017 7:50 PM
112	Continuing ed, extra holiday pay/time off, MSP/extended medical, RRSP contribution	12/4/2017 7:46 PM
113	rrsp contribution would help, or a good insurance	12/4/2017 7:41 PM
114	if I was younger..RRSP and extended medical	12/4/2017 7:27 PM
115	Profit sharing, better benefits	12/4/2017 7:23 PM
116	I would love to see RRSP contribution matching.	12/4/2017 7:23 PM
117	Profit sharing	12/4/2017 7:06 PM
118	RRSP contribution	12/4/2017 7:04 PM
119	Subsidizing childcare.	12/4/2017 6:56 PM
120	Bonuses for hard work or extra work. Daycare service for large clinics	12/4/2017 6:17 PM
121	I feel that medical / dental benefits would be a valid incentive, employer paid CE, RRSP contributions would definitely be a nice bonus	12/4/2017 5:48 PM
122	no. increase wage is most needed.	12/4/2017 5:40 PM
123	Better medical/dental coverage	12/4/2017 5:24 PM
124	RRSP contributions.	12/4/2017 5:17 PM

125	Rrsp would be of interest, benefits (dental being the most important to me right now, I do not currently have benefits)	12/4/2017 5:08 PM
126	RRSP, medical benefits, paid CE, bonus incentives.	12/4/2017 4:54 PM
127	Profit sharing, bonuses, even just recognition like a card or something.	12/4/2017 4:42 PM
128	RRSP would be great, more time off for same wage, chance to do new activities	12/4/2017 4:37 PM
129	rrsp contribution, subsidized childcare, better ce opportunities (ie paid travel etc)	12/4/2017 4:33 PM
130	time off in lieu, really helps to increase work life balance	12/4/2017 4:23 PM
131	RRSPs, MSP paid for, opportunity for shares	12/4/2017 4:20 PM
132	RRSP or subsidizing child care	12/4/2017 4:01 PM
133	More paid vacation time, employee wellness initiative (+paid sick days), annual bonuses/profit sharing	12/4/2017 3:57 PM
134	Childcare assistance, retirement plans	12/4/2017 3:54 PM
135	Benefits	12/4/2017 3:48 PM
136	Discount for pets, increase staff	12/4/2017 3:32 PM
137	profit sharing	12/4/2017 3:32 PM
138	RRSP contribution or child care subsidy would be amazing	12/4/2017 3:28 PM
139	Bonuses when doing better than normal or when going above and beyond the job description	12/4/2017 3:21 PM
140	Attendance to conferences and professional development courses	12/4/2017 3:12 PM
141	Profit sharing and subsidizing childcare	12/4/2017 3:10 PM
142	RRSP, continue education travel fund, larger amount of holidays	12/4/2017 2:59 PM
143	RRSP	12/4/2017 2:52 PM
144	Staff pet care 100% covered, because you dont work in this profession and not have animals!	12/4/2017 2:50 PM
145	Both rrsp and profit sharing!	12/4/2017 2:38 PM
146	Pet insurance coverage. RRSP or profit sharing for sure.	12/4/2017 2:27 PM
147	Benefits	12/4/2017 2:16 PM
148	Health and Benefit	12/4/2017 2:06 PM
149	It would be nice to have retirement savings, help with child care costs, better vacation amounts, better flexibility days (day off in lieu of overtime or missed star holidays, "family days", etc....), more enthusiasm towards CE trips/events.	12/4/2017 2:01 PM
150	Profit sharing, pension plan/rrsp, paid vacation/sick days	12/4/2017 1:56 PM
151	Professional services discount	12/4/2017 1:51 PM
152	Rrsp contribution top choice, benefits, guaranteed overtime if more than a 10hr day,	12/4/2017 1:50 PM
153	Uniform allowance	12/4/2017 1:49 PM
154	RRSP contribution, bonus, outside activities together	12/4/2017 1:46 PM
155	Rrsp contributions, profit sharing, subsidizing pet care, offering more health services (encouraging healthy lifestyle),	12/4/2017 1:42 PM
156	Pension	12/4/2017 1:37 PM
157	Childcare subsidizing and rrsp. More holidays	12/4/2017 1:29 PM
158	Honestly I would like to have more days that I'm not playing catch up or running around at mock ten with my hair on fire! Having time to stop and snuggle a pet that needs it rather than let it sit and tremble in a kennel because I have to run 3 U/A's and eat my lunch at the same time. For me it is not about money it is about quality of life. Feeling relaxed enough to laugh with a client or listen to them when they are sad. I don't know how to change that in practice but that is what makes it hard for me to keep doing a job that I like and am very good at.	12/4/2017 1:27 PM

159	RRSP, profit sharing, any financial incentives	12/4/2017 1:26 PM
160	Payed c.e.	12/4/2017 1:20 PM
161	Better staff discounts, better benefit packages, yes RRSP! Topping up government maternity leave, paid sick leave, more paid vacation	12/4/2017 1:18 PM
162	RRSP, profit sharing, more holidays, shift flexibility	12/4/2017 1:15 PM
163	Childcare	12/4/2017 1:10 PM
164	Sure	12/4/2017 1:03 PM
165	Both of these	12/4/2017 1:02 PM
166	RRSP would be nice	12/4/2017 12:42 PM
167	Childcare, profit sharing	12/4/2017 12:41 PM
168	Rrsp contribution as there is no pension with poor pay for most	12/4/2017 12:41 PM
169	Group benefits, opportunity for advancements, being part of a team	12/4/2017 12:35 PM
170	All of the above. Extra holidays, bank sick days,	12/4/2017 12:34 PM
171	RRSP	12/4/2017 12:32 PM
172	Commission, profit shares, staff discounts!!	12/4/2017 12:32 PM
173	Msp coverage , better medical coverage , increase in ce package , increase in sick days and holiday days .	12/4/2017 12:27 PM
174	RRSP, child care, CE allowance.	12/4/2017 12:20 PM
175	Profit sharing would be huge, we already have RRSP	12/4/2017 12:15 PM
176	RRSP contributions, but I think wage increases are a priority for this industry	12/4/2017 12:11 PM
177	Yes	12/4/2017 12:10 PM
178	Extended paid vacation (ie every 5 years another 5 days). I like your suggestions too. Now that I'm a mom subsidized child care would help. Honestly I don't think we could afford it. My hubby and I are planning on working opposite shifts so we won't need daycare. Pet insurance?	12/4/2017 12:07 PM
179	fully covered medical benefits or RRSP contributions would be incentive to me	12/4/2017 12:00 PM
180	Profit sharing, subsidy for childcare	12/4/2017 11:59 AM
181	RRSP contributions or bonuses aimed at retirement savings	12/4/2017 11:53 AM
182	N/A	12/4/2017 11:51 AM
183	more flex hours (we already get RRSP contributions and stocks + bonuses etc). Would like to see sabbaticals offered after long term employment.	12/4/2017 11:29 AM
184	Encouragement and support for advancement of skills, bonuses/profit sharing, paid sick days	12/4/2017 11:27 AM
185	Profit sharing	12/4/2017 11:20 AM
186	RRSP, health benefits,	12/4/2017 11:16 AM
187	RRSP contribution would be great. Paid sick days. Increased vacation days. Gym/fitness membership.	12/4/2017 11:13 AM
188	Short term disability pay	12/4/2017 11:12 AM
189	Subsidized childcare would be great as currently half of my wage is paid so I can just be there at work	12/4/2017 11:09 AM
190	For sure the suggestions above.	12/4/2017 11:05 AM
191	RRSP contribution would be great.	12/4/2017 11:03 AM
192	Childcare would be huge, more money for continuing education, profit sharing, rrsp contributions, medical/dental, uniform allowance, better discounts for our own pet care.	12/4/2017 11:01 AM
193	Profit sharing would be nice.	12/4/2017 11:00 AM
194	That AHTs are unionized	12/4/2017 10:58 AM

195	profit sharing, we don't have medical insurance yet, I would like that.	12/4/2017 10:57 AM
196	CE opportunities, benefits,	12/4/2017 10:56 AM
197	Benefits, RRSP, standardized wages for RVT	12/4/2017 10:54 AM
198	RRSP and good healthcare	12/4/2017 10:47 AM
199	Rrsp better benefits and wages	12/4/2017 10:46 AM
200	Monthly free lunches, paid for group activities (ex- movies or plays,concerts),occasional free pet products. Sick days	12/4/2017 10:44 AM
201	Subsidizing childcare would be awesome! Paying for health care. Profit sharing would be interesting.	12/4/2017 10:43 AM
202	Profit sharing, a bonus system that works (ours doesn't), better benefits, more opportunity to teach and learn	12/4/2017 10:39 AM
203	Flexibility in hours, more paid holiday time	12/4/2017 10:35 AM
204	..	12/4/2017 10:26 AM
205	RRSP, more CE, more focus on team building, childcare help would be awesome!, def profit sharing- keep staff interested to always do well as they profit form a well run place	12/4/2017 10:20 AM
206	Better benefits childcare	12/4/2017 10:19 AM
207	We get commission on Dental procedures and Tech appointments, seems to go well.	12/4/2017 10:17 AM
208	Vacation coverage	12/4/2017 10:14 AM
209	It would be nice if I had help for my retirement RRSP, even MSP medical coverage	12/4/2017 10:09 AM
210	Profit sharing	12/4/2017 10:07 AM
211	Paid sick days	12/4/2017 10:07 AM
212	Profit sharing	12/4/2017 10:06 AM
213	Rrsp contributions or pensions would be good incentives and I find a large reason why most people move to other jobs (government mostly).	12/4/2017 10:04 AM
214	Rrsp or profit sharing?	12/4/2017 10:03 AM
215	Good staff benefits, help with childcare	12/4/2017 10:03 AM
216	Subsidized childcare and rsp matching would be great. Flexible hours to work around the limited childcare available in my city would help also.	12/4/2017 10:01 AM
217	Health benefits! Also rsp contributions	12/4/2017 10:00 AM
218	Childcare subsidizing	12/4/2017 9:48 AM
219	Trupanion pet insurance!!! Good staff discounts! CE possibilities.	12/4/2017 9:47 AM
220	year end bonus	12/4/2017 9:46 AM
221	Profit sharing would be good, Better On call requirements hours wage etc for that.	12/4/2017 9:45 AM
222	Pension, childcare subsidizing, paying MSP	12/4/2017 9:44 AM
223	RRSP contributions would be nice, but I'm not sure there is much that would be as helpful to techs as a wage increase.	12/4/2017 9:44 AM
224	Profit sharing would be a help but honestly the responsibility we have and the massive amount of money this clinic makes it needs to start to pay us we are living in poverty in the most expensive city to live in	12/4/2017 9:43 AM
225	An rsp could be nice. CE which is actually implemented would be awesome as well	12/4/2017 9:37 AM
226	benefits/profit sharing/birthday off with pay	12/4/2017 9:33 AM
227	Highly discounted veterinary care, food discounts, profit sharing for sales/ products, education allowance, uniform allowance, bonuses (Christmas) or vacation bonus, RRSP contribution, flexible scheduling (childcare)	12/4/2017 9:25 AM
228	Good Benefit package, profit sharing, RRSP contribution, year end bonuses.	12/4/2017 9:18 AM

229	pay at cost for personal pet care.	12/4/2017 9:14 AM
230	Any additional benefits would be incentive ie, extended health and dental, rrsp, bonus's, extra paid holiday time	12/4/2017 9:12 AM
231	Profit sharing, childcare	12/4/2017 9:08 AM
232	Yes, rrsp contributions, more paid time off for our sanity.	12/4/2017 9:08 AM
233	RRSP matching or pension plan. Health and wellness benefits. Health care for pets such as free dental every year, bonuses, profit sharing, generous CE opportunities such as being sent to major veterinary conferences.	12/4/2017 9:08 AM
234	RRSP contributions, pet insurance coverage, better CE funding, profit sharing, more vacation and paid sick time.	12/4/2017 9:04 AM
235	RRSP contribution would be great, profit sharing would be great, health care would be great, pet insurance would be great, continuing education allowances, Christmas bonus, annual cost of living raise,	12/4/2017 9:01 AM
236	Rrsp contribution. Profit sharing that actually happened and not just talked about . Employee incentives.	12/4/2017 8:56 AM
237	Profit sharing would be great, vacation time, benefits	12/4/2017 8:55 AM
238	More holiday time	12/4/2017 8:55 AM
239	rrsp, pet insurance	12/4/2017 8:52 AM
240	RRSP and/or profit sharing would be the best - something that works towards my financial future	12/4/2017 8:52 AM
241	Definitely profit sharing. An rrsp contribution would be great too.	12/4/2017 8:52 AM
242	All 3 of those would be lovely	12/4/2017 8:51 AM
243	Sick days, paid holidays	12/4/2017 8:47 AM
244	Rrsp contribution. bonuses. More than one set of scrubs covered per year (shoes, stethoscopes, etc). Some kind of tension/stress relief outlet, as in a gym membership or yoga or....	12/4/2017 8:40 AM
245	?	12/4/2017 8:30 AM
246	That's tuff money talks	12/4/2017 8:30 AM
247	I don't know	12/4/2017 8:30 AM
248	A retirement fund, money for CE (travel), increased vacation time	12/4/2017 8:28 AM
249	Higher level of benefits, scrub allowance,RRSP, RESP allowance for children, free product for pets	12/4/2017 8:27 AM
250	Rrsp, flexible with child care	12/4/2017 8:26 AM
251	Profit sharing would be nice	12/4/2017 8:24 AM
252	More CE allowance	12/4/2017 8:22 AM
253	RRSP contribution, profit sharing, gym membership, yearly bonus, monthly prize draws	12/4/2017 8:20 AM
254	My work does an 'alternative transportation' incentive. They give you the equivalent \$ of a monthly bus pass if you walk, bike or bus to work.	12/4/2017 8:19 AM
255	Increased vacation time.	12/4/2017 8:19 AM
256	profit sharing	12/4/2017 8:18 AM
257	RRSP is interesting, but would love to see wage increases to represent what we really do daily.	12/4/2017 8:18 AM
258	benefits - health/dental/short term and long term disability, supplying uniforms, paying full cost of CE, sending vet techs to conferences and listening/using what new info. and/or techniques that that they bring back to the clinic/profit sharing/being paid extra per client when setting up new programs that bring in clients/vet tech appts - again paid more for these/like the subsidizing childcare as most vet tech wages barely cover the cost of childcare/financial and moral support to take extra training ie VTS	12/4/2017 8:18 AM
259	Medical and dental	12/4/2017 8:17 AM

260	RRSP contribution, shorter hours, more vacation time, wine club membership	12/4/2017 8:17 AM
261	Profit sharing. Specialized training.	12/4/2017 8:15 AM
262	Profit sharing, extended health benefits not just for full-time employees, actual paid overtime, flexibility in schedule, more holidays	12/4/2017 8:15 AM
263	Rrsp contribution, travel incentives!	12/4/2017 8:13 AM
264	RRSP	12/4/2017 8:11 AM
265	Unionization, increase of benefit allowance each year, more useful benefit allowances, pensions? Or some sort of old age security/ retirement plan?	12/4/2017 8:10 AM
266	Profit sharing, paying for CE and licensing, more PTO, staff appreciation events/swag	12/4/2017 8:08 AM
267	Wages need to increase - we can't magic our way out of that.	12/4/2017 8:07 AM
268	Help to further your education, ex. Paying to do a specialty or become an manager	12/4/2017 8:06 AM
269	I've worked in the private sector all my life. Retirement security would've been a huge incentive for me. RRSPs or a pension plan would be fantastic!	12/4/2017 8:05 AM
270	Sick days, membership online CE, RRSP contribution, bonuses for meeting goals, buying the toys/equipment the tech wants	12/4/2017 8:04 AM
271	Medical benefits, pay MSP, RRSP contribution	12/4/2017 8:02 AM
272	Transit reiebersment?	12/4/2017 8:01 AM
273	Pension, fitness pass	12/4/2017 8:00 AM
274	RRSP would be great! Profit sharing and childcare subsidizing as well it cheaper for us to stay rather than work.	12/4/2017 7:49 AM
275	RRSP contribution	12/4/2017 7:45 AM
276	Better continued education, paying for trips for big conferences, RRSPs	12/4/2017 7:44 AM
277	Unsure	12/4/2017 7:42 AM
278	Above incentives would be great. Used to have my work contribute \$25 per pet for pet insurance. Profit sharing is great. Child care would be incredible if subsidized then I could work more.	12/4/2017 7:41 AM
279	RRSPs contributions, paid medical, yearly bonus	12/4/2017 7:41 AM
280	RRSP, health/dental benefits,	12/4/2017 7:39 AM
281	RRSPs, improves benefits, profit sharing would be a benefit or incentive, just some sort of goal to work towards.	12/4/2017 7:39 AM
282	I think for RVTs that work in clinics; benefits and pension are probably highest on the list.	12/4/2017 7:35 AM
283	MSP paid	12/4/2017 7:34 AM
284	RRSP, extended health/dental for all employees, subsidized child care	12/4/2017 7:32 AM
285	Rrsp	12/4/2017 7:29 AM
286	Profit sharing would be amazing. The opportunity to move up in the company, benefits,	12/4/2017 7:26 AM
287	Rrsp or profit Sharing	12/4/2017 7:26 AM
288	Nope just a wage increase at 19 dollars and been a tech for 10 years started at 17 when I graduated you do the math	12/4/2017 7:25 AM
289	All those sound good, but realistically a wage increase is always possible. Business 101	12/4/2017 7:24 AM
290	Yes to all of those, good CE incentives, more time off (not maxing out at 3 weeks)	12/4/2017 7:20 AM
291	Career development opportunities, increasing holiday time for each year you stay at the job, benefits	12/4/2017 7:20 AM
292	Flexibility in schedule and hours, ce opportunities, rsp contributions would be great, future wage increase confirmation.	12/4/2017 7:19 AM

293	RRSP, Profit Sharing, Subsidizing Childcare, Mental health support, gym membership, addressing issues around overbooking(there is this fear if we don't accommodate every client on a given day, that we will lose clients)	12/4/2017 7:19 AM
294	Health benefits would be #1 on my wish list.	12/4/2017 7:18 AM
295	time off in lieu of overtime worked	12/4/2017 7:16 AM
296	Maintaining ethical standards	12/4/2017 7:14 AM
297	Animal benefit program (employer pay for pet insurance)	12/4/2017 7:14 AM
298	We already receive health benefits and reduced cost pet care and pet food. Perhaps pet insurance for 1 or 2 pets? I like the idea of profit sharing- one would think/hope that if you saw the direct results, it might drive down to work just a little harder and take a little more pride in their job	12/4/2017 7:13 AM
299	We have profit sharing and rrsp contribution . Subsidizing childcare or higher CE would be nice	12/4/2017 7:09 AM
300	Profit sharing	12/4/2017 7:05 AM
301	Subsidizing child care would be awesome. Or perhaps just more staff activities such as rafting, paintball, sports etc. Team building stuff.	12/4/2017 7:05 AM
302	RRSP. Health care benefits, increased CE allowance, pay per transaction (rebates clinics on food - new clients on food get a bonus for staff)	12/4/2017 7:02 AM
303	RRSP for sure, as well as benefits. The other thing would be a goal within the clinic to practice current medicine and go fourth confidently as a team in as a progressive unit.	12/4/2017 7:02 AM
304	Profit sharing, benefits, sick pay, CE allowance	12/4/2017 6:52 AM
305	more cohesive camaraderie	12/4/2017 6:51 AM
306	great idwas! RRSP contributions, profit sharing (had that in one place prior to school)	12/4/2017 6:47 AM
307	RRSP contribution, profit sharing, childcare subsidizing	12/4/2017 6:46 AM
308	Rrsp contribution, subsidizing childcare, yearly bonus, more money towards CE if wanting to go to large conference far away	12/4/2017 6:45 AM
309	Subsidizing child care and RRSP	12/4/2017 6:44 AM
310	A vacation	12/4/2017 6:41 AM
311	extended medical is a big one, RRSP contribution, end of year bonus	12/4/2017 6:35 AM
312	good benefits, short and long term disability, more sick days	12/4/2017 6:31 AM
313	Better extended health, RRSP contribution, actual overtime pay for actual overtime	12/4/2017 6:29 AM
314	all of those would be great. more flexible hours, too	12/4/2017 6:27 AM
315	Trap contribution would be great	12/4/2017 6:22 AM
316	RRSP contribution, employer paid benefits, paid sick days	12/4/2017 6:00 AM
317	Wage increase needs to happen! We make the same as an entry level general laborer or uneducated positions. But definitely extras! Rrsps. Subsidized childcare all of it!	12/4/2017 5:58 AM
318	RRSP , discounts for dog day care/dog boarding	12/4/2017 5:56 AM
319	Profit sharing, Partnership in clinic, Subsidizing CE. Sending staff to CAAT missions.	12/4/2017 5:48 AM
320	better holidays	12/4/2017 5:41 AM
321	RRSP, Continuing Education allowance, vacation/sick day increase	12/4/2017 5:36 AM
322	MSP contribution, family allowance, paid birthday, birthday presents (gift card), more lunch&learn, moderating, more staffing, more recogni	12/4/2017 5:35 AM
323	RRSP contribution, paid vacation time, sick days	12/4/2017 5:28 AM
324	Subsidizing childcare would be a huge help	12/4/2017 5:22 AM
325	Rrsp	12/4/2017 5:19 AM
326	More holiday time	12/4/2017 5:06 AM

327	Extended medical. RRSP is also nice. More CE money.	12/4/2017 4:59 AM
328	Dividend paying share program, health care spending account, longer vacation allotment	12/4/2017 4:24 AM
329	Better medical benefits	12/4/2017 4:05 AM
330	Things to help with other costs that incur. Uniform allowance, extended medical, help with childcare, an rrsp contribution would be nice. Offering service and discounted costs for your own pets also makes a big difference.	12/4/2017 3:46 AM
331	Rrsp for sure. Not sure what else	12/4/2017 3:13 AM
332	Appreciation! Benefits, thanks	12/4/2017 2:52 AM
333	Subsidizing childcare, dental benefits	12/4/2017 2:49 AM
334	Shares in clinic or bonus for hitting certain goals ex. dental month .. personal pet incentives	12/4/2017 2:07 AM
335	Bonus structure based on efficiency, RRSP, gift card bonus/month for things like groceries or gas	12/4/2017 2:06 AM
336	Flexible hours for family care, Retirement package, medical and dental, sick leave, overtime pay, CE pay, deal for pet care and food.	12/4/2017 1:20 AM
337	better benefits, increasing vacation time, RRSP, Childcare, Commute help	12/4/2017 12:59 AM
338	Pet insurance covered, bonuses like pet food	12/4/2017 12:49 AM
339	RRSP, increase of vacation percentage, quarterly bonuses,	12/4/2017 12:35 AM
340	Well profit sharing would be nice , used to have this ,, We now get RRSP 350\$ if we do not use medical ,I would not mind a health and wellness deal	12/4/2017 12:23 AM
341	Rrsp would be nice.	12/4/2017 12:19 AM
342	Better benefits	12/4/2017 12:18 AM
343	Better benefits and better discounts for our own pets	12/4/2017 12:14 AM
344	More paid vacation time.	12/4/2017 12:14 AM
345	On call fees and paid to be on call	12/4/2017 12:09 AM