



BCVTA Survey Results for BC Veterinary Technologists Job Satisfaction

In October 2017, at the general meeting, the BCVTA board was asked what the association was doing to help with retention of RVTs in the field. This prompted the discussion of what British Columbia RVTs are looking for with regards to employment, and how did it balance with what they were currently being offered by employers.

One step to solving this riddle was to send out a survey asking those very questions.

The survey consisted of 15 questions; 8 multiple choice and 7 short answer. Some interesting points: 835 surveys were sent out. The first question was answered by 440 respondents; 70 then skipped the multiple choice questions and 93 skipped the short answer questions. Question 14, which was directed to those who are no longer working in the field, had 195 responses, just slightly less than half the number of people who completed the survey!

What did we find out?

- Over 50% of respondents have been in their current job for less than 5 years and have been employed at less than 3 clinics.
- The majority of clinics in BC do NOT hire Non-Registered VTs (57%) or on the job trained techs (64%).
- Only 31% of employers lay out goals and incentives, and it is **uncommon** for employees to receive an exit interview when they leave. This is a missed opportunity by employers, as they could use this chance to make clinic improvements.
- Of those RVTs who completed the survey, 53% earn \$20-\$25/hr, 27% earn less than \$20/hr and 19% earn over \$25/hr.

ASK YOURSELF IF WHAT YOU'RE DOING
TODAY IS GETTING YOU CLOSER TO
WHERE YOU WANT TO BE TOMORROW

- author unknown

When asked what our members considered an appropriate wage for an RVT the results were :

47% responded \$25-30/hr

32% responded \$20-25/hr

37% responded >\$30/hr

3% responded <\$20/hr

And all responded that it should be based on experience and/or credentials.

From the short answer questions we learned that ***the top reasons employees leave*** are low wages, long hours, poor management, feeling unappreciated, stress and career change/maternity.

The top reasons for stay in their current position are wages, benefits, team/staff, quality of medicine and full utilization of their skills.

What employees are looking for in a place of employment: positive working environment, quality medicine, respect (personal and skills), benefits and wage.

The incentives employees would like to see are: profit sharing/RRSPs, benefits including sick days, paid holidays and subsidized child care.

For ***those who have left the field*** the top reasons were wages, work environment, maternity, school and compassion fatigue.

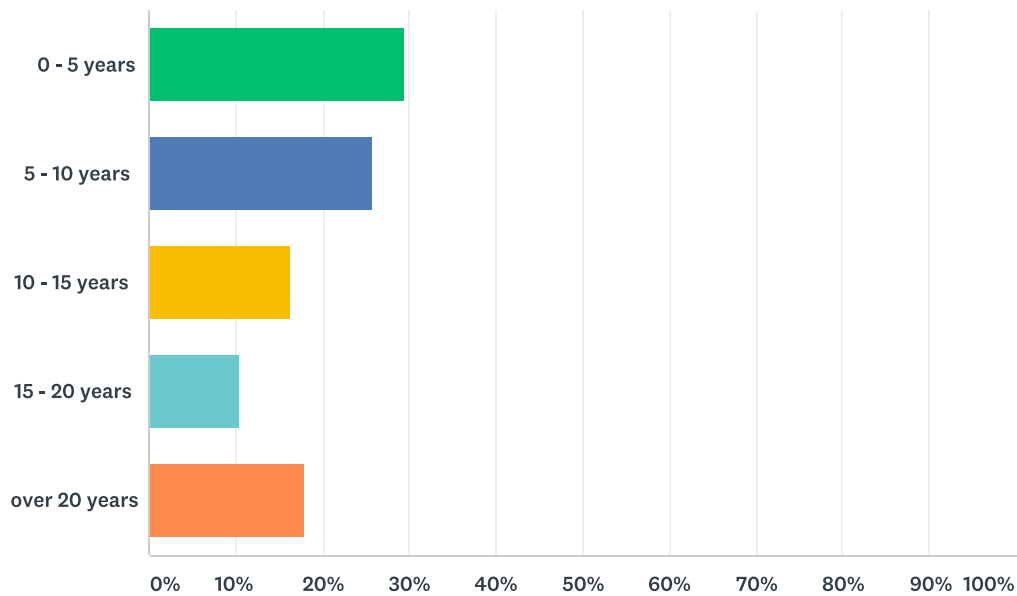
We will offer the results of this survey to clinics, schools and other associations for review and discussion. We strongly recommend that British Columbia Veterinary Technologists discuss the results with your clinics, managers and co-workers: celebrate what you have and areas to work on. *Change can only happen when we acknowledge the good and the bad.*

Thank you to all who participated!

****Please see the full report on our website: www.bcvta.com**

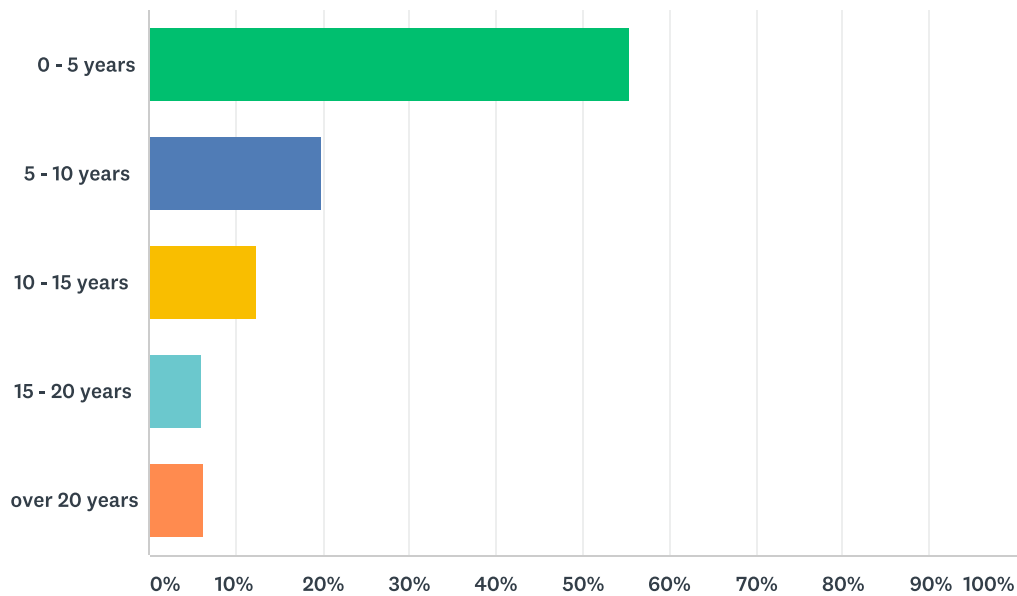
Q1 How long have you been an RVT?

Answered: 440 Skipped: 0



Q2 How long have you been in your current job?

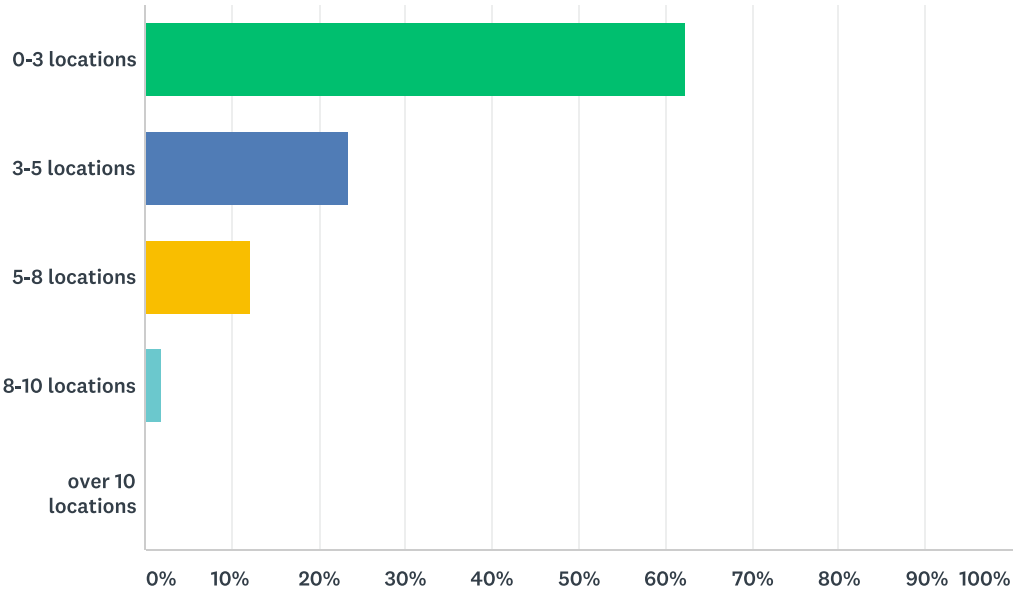
Answered: 366 Skipped: 74



ANSWER CHOICES		RESPONSES	
0 - 5 years		55.46%	203
5 - 10 years		19.95%	73
10 - 15 years		12.30%	45
15 - 20 years		6.01%	22
over 20 years		6.28%	23
TOTAL			366

Q3 How many different locations have you worked as a veterinary technologist since your AHT/VT graduation?

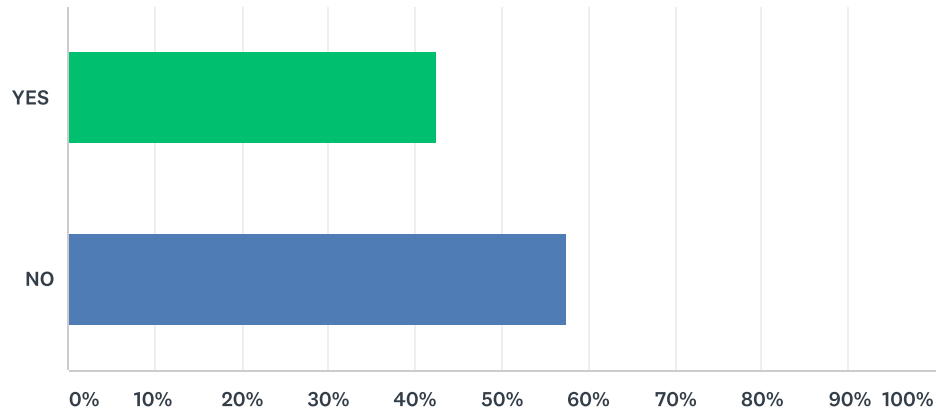
Answered: 372 Skipped: 68



ANSWER CHOICES	RESPONSES	
0-3 locations	62.37%	232
3-5 locations	23.39%	87
5-8 locations	12.10%	45
8-10 locations	1.88%	7
over 10 locations	0.27%	1
TOTAL		372

Q4 Does your clinic employ any non registered techs (not members of BCVTA)?

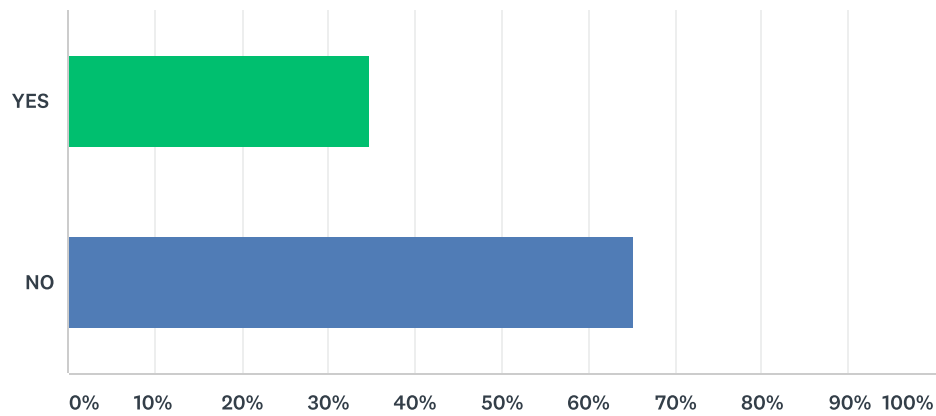
Answered: 372 Skipped: 68



ANSWER CHOICES	RESPONSES	
YES	42.47%	158
NO	57.53%	214
TOTAL		372

Q5 Does your clinic employ any on the job trained technicians?

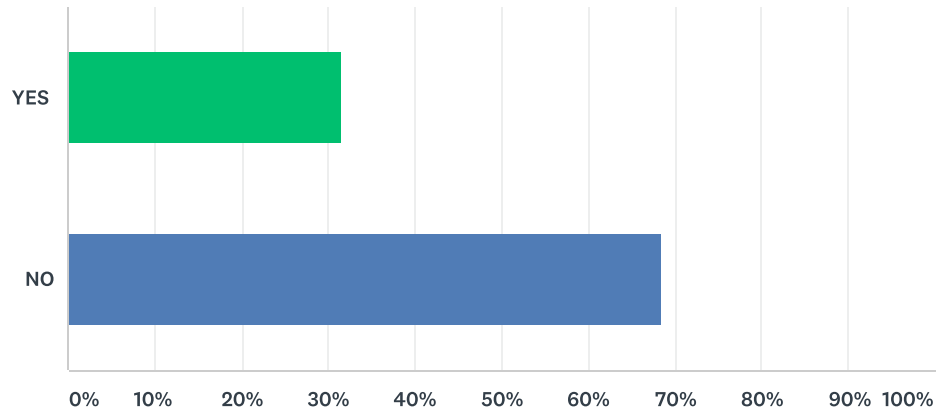
Answered: 372 Skipped: 68



ANSWER CHOICES		RESPONSES	
YES		34.68%	129
NO		65.32%	243
TOTAL			372

Q6 Does your current place of employment lay out goals or incentives (wage/education etc) to work towards?

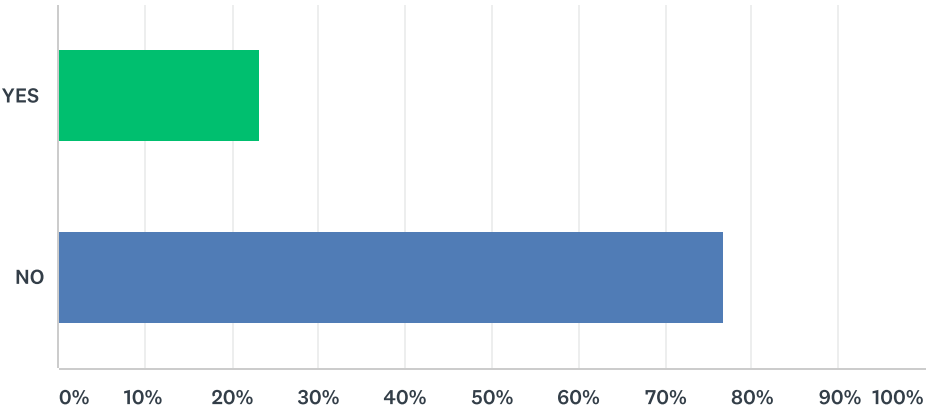
Answered: 370 Skipped: 70



ANSWER CHOICES	RESPONSES	
YES	31.62%	117
NO	68.38%	253
TOTAL		370

Q7 When a vet tech leaves your place of employment, do they go through an exit interview?

Answered: 369 Skipped: 71



ANSWER CHOICES		RESPONSES	
YES		23.31%	86
NO		76.69%	283
TOTAL			369

Q8 Briefly, can you tell us why people do NOT stay at your place of employment?

A word cloud of reasons for not staying at a place of employment. The words are arranged in a roughly circular pattern, with some words being larger and more prominent than others. The words are in shades of blue and teal. The most prominent words are 'Money', 'Long Hours', 'Overworked', 'Staff', 'Poor Management', 'Techs', 'Pay', 'Wage', 'Stress', 'Job', 'Clinic', 'Appreciation', 'Burnout', and 'Bosses'. Other words include 'Low Turnover', 'Not Recognized', 'Long Term', 'Short Staffed', 'Family', 'Shift Work', 'Conflict', 'School', 'Life', 'Location', 'Work Load', 'Support from Management', and 'Small Practice'.

Money Low Turnover Long Hours Not Recognized
Overworked Long Term Staff Short Staffed
Poor Management Family Techs Shift Work
Pay Conflict Wage School Stress Life Job
Location Clinic Work Load Appreciation
Support from Management Burnout Small Practice Bosses Maternity

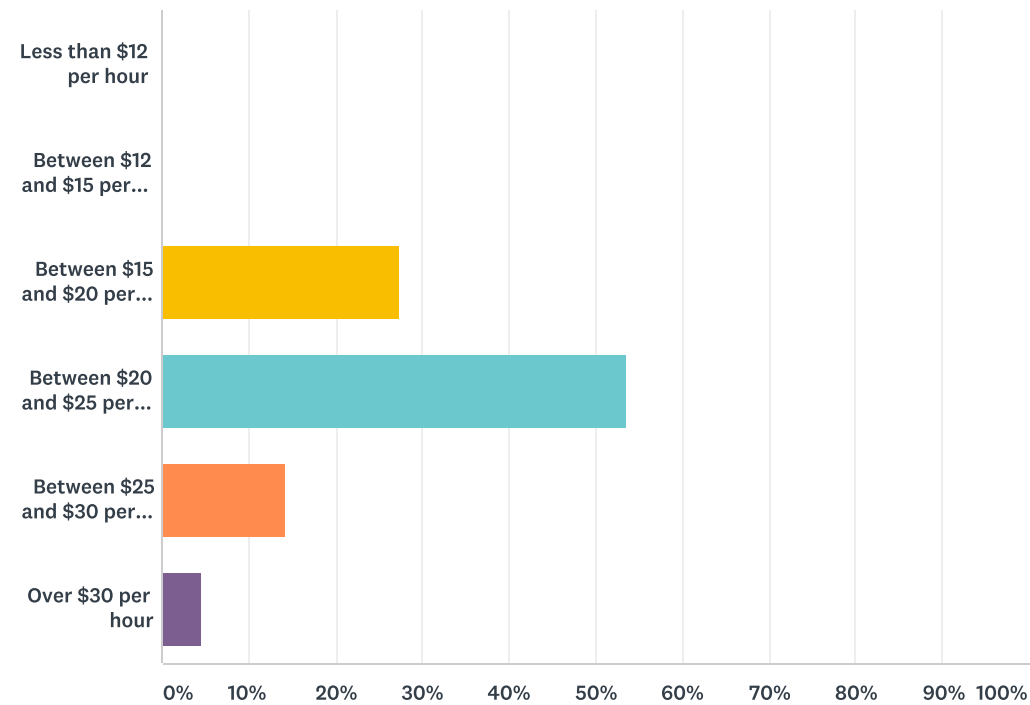
Q9 Briefly, can you tell us why people WANT TO stay at your place of employment?

A word cloud of reasons for staying at a place of employment. The words are arranged in a roughly circular pattern, with 'Wages' and 'Benefits' being the most prominent. Other words include 'Team', 'Staff', 'Medicine', 'Clinic', 'Work Environment', 'Practice', 'Employers', 'Coworkers', 'Learn', 'Great People', 'Hospital', 'Employees', 'Great Place to Work', 'Pay', 'Schedule', 'Job', 'Care', 'Variety', 'Animals', 'Extended Health', 'Skills', 'Opportunities', and 'Town'.

Skills Extended Health Animals Variety Care Schedule Job
Great Place to Work Benefits Pay Wages
Opportunities Team Coworkers Staff Learn
Medicine Town Clinic Great People
Work Environment Employees Practice Hospital
Employers

Q10 If you so choose, please indicate your current wage:

Answered: 366 Skipped: 74



ANSWER CHOICES	RESPONSES	
Less than \$12 per hour	0.00%	0
Between \$12 and \$15 per hour	0.27%	1
Between \$15 and \$20 per hour	27.32%	100
Between \$20 and \$25 per hour	53.55%	196
Between \$25 and \$30 per hour	14.21%	52
Over \$30 per hour	4.64%	17
TOTAL		366

Q11 What are the 3 most important things to you when looking for a place to work?

A word cloud of factors for choosing a workplace. The words are arranged in a circular pattern, with some words being larger and more prominent than others. The words are: Employer, Nice People, Standard of Care, Grow, Location, Continuing Education, Good Wage, Living Wage, Work, Environment, Job Satisfaction, Staff, Ethics, Medicine, Appreciation, Team, Animals, Benefits, Growth, Respect, Supportive Management, Pay, Family, Coworkers, Stress, Patient Care, Work Life Balance, and Fair Wages.

Employer Nice People Standard of Care Grow Location
Continuing Education Good Wage Living Wage
Work
Environment Job Satisfaction Staff
Ethics Medicine Appreciation Team Animals
Benefits Growth Respect Supportive Management
Pay Family Coworkers Stress Patient Care
Work Life Balance Fair Wages

Q12 What keeps you at your current place of employment?

Vet Salary Good Medicine Valued Care Field Schedule
Hospital Love Reasons Job Work Environment
Coworkers Opportunities Wage Place
Team Animals Staff Position Benefits Question
People I Work Long Term Loyalty Tech Family

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.



A word cloud of various incentives and benefits. The words are arranged in a circular pattern, with some words being larger and more prominent than others. The colors are primarily blue and teal. The words include: Conferences, Lieu of Overtime, MSP, Better Medical Coverage, Paid Vacation, Monthly, Wage, Vet, Holiday, Mental Health, Pet, Team Building, RRSP Contribution, Medical and Dental, Profit Sharing, Benifits, Benefits, Subsidizing Child Care, Short Term Disability, Children, Sick Days, Gift Card, Allowance, Cost of Living, Retirement, Subsidy would be Amazing, Increased Vacation, and Job.

Conferences Lieu of Overtime MSP Better Medical Coverage
Paid Vacation Monthly Wage Vet Holiday
Mental Health Pet Team Building
RRSP Contribution Medical and Dental
Profit Sharing Benifits Benefits
Subsidizing Child Care
Short Term Disability
Children Sick Days Gift Card Allowance Cost of Living
Retirement Subsidy would be Amazing Increased Vacation
Job

Q14 If you are not currently working in the field, what caused your departure and what would bring you back?

Better Management Think Maternity Grow Kids Wanting
Retired Respect Currently Working Industry
Job Flexible Hours Field Compassion Fatigue
Wage Family Clinic Older Pay Return Vet Came
School Late Not Applicable Long Term