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ASSOCIATES**
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Employers' Insights Report
Membership Wage Survey

May 2024

BCVTA

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2 BCVTA's current membership story

3 RVT income analysis

4 Respondent work profile: RVTs & employers



Survey methodology

Distribution

A survey was distributed to 1475 BCVTA members in February 2024.

Response

784 members completed the survey:

- Response rate is 53%

This is a fantastic response rate!

Average completion time was 15 minutes.

Notes

- The n per question is 784 unless otherwise specified.
- **Green text** (positive difference) and **red text** (negative difference) mean statistically significant.

n = number of respondents



Employers can have a profound impact on the quality of life of an RVT, primarily through offering sufficient wages and extended benefits.

Key measures



Satisfaction with employer is correlated with wage, number of extended benefits offered and amount of CE funding provided.



Satisfaction with current wage is correlated with quality of life, likelihood of remaining in the industry and level of earnings.

Key learnings

Overall good quality of life _____ 48%

RVTs working 40+ hours a week _____ 51%

Have secondary income _____ 32%

RVTs likely to apply for management role _____ 26%

Average # of years as RVT _____ 14 years

Percent of practices with non-RVT staff performing RVT duties _____ 44%



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RVTs are struggling to remain in the industry and live comfortably...

52% of RVTs do not have a good quality of life.



With about half of RVTs working fewer than 40 hours per week and making less than \$30/hour.



“My hourly wage of \$25 is considered good in this career. The economy we live in now is highly difficult to survive in with \$25 an hour, especially if an individual is on a single income.”

...and yet nearly half of RVTs report non-RVT staff are performing RVT duties in their clinics.



This is leading to moderate-to-low satisfaction in the industry.

RVTs who are least satisfied generally are in the middle of their industry tenure (11-15 years), have lower incomes, receive fewer benefits from employers and are undecided about their RVT career path.



RVTs who are most satisfied generally have the most tenure, more than one additional certification, love the field and are not planning on leaving, have the highest wages and receive the most extended benefits from their employers.

The passion among RVTs for the role they play for vets, pet owners and pets themselves is strong, which is seen in the dedication to the field and frustration with employers.



This clarifies an important role of the BCVTA...

...to help employers envision what long-term RVT-Vet partnerships can look like and how employers can benefit.



Wages for RVTs making less than \$28/hour



The number employers with proper DEI policies in place



The number of RVTs who get paid sick days



Improve the clarity of RVT career paths



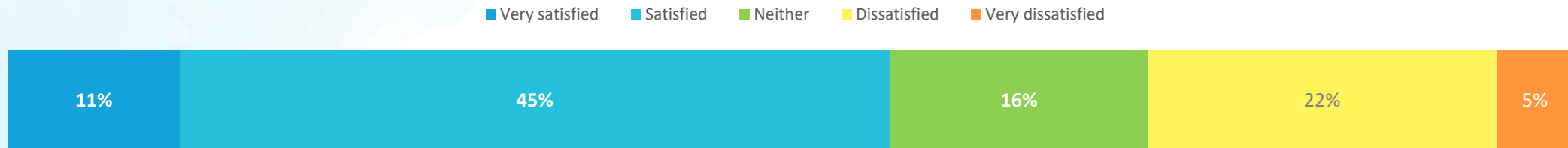
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44% of RVTs are not satisfied with their wage; comments as to why largely centre around being able to afford a basic living.

Satisfaction with your hourly wage / salary / base salary + commission



"For the knowledge and experience, [we should be paid] a wage that is enough for a comfortable home life. It is a hard-working career choice which must be kept continuously updated with CE, we should make enough to feel proud and be able to stick with this career long term."

"Due to inflation and living costs our wage isn't even enough to live comfortably or save money."

"A living wage would be nice. Prices for services for clients continue to increase exponentially, but the staff wage does not."

"A living wage would be nice. Prices for services for clients continue to increase exponentially, but the staff wage does not."

"I am currently not working in the veterinary field because the wage was too low to survive on."

"I make what my clinic now offers some techs as starting even though I have gone through GA training, and work in multiple specialties (i.e., oncology internal medicine and Neuro)."

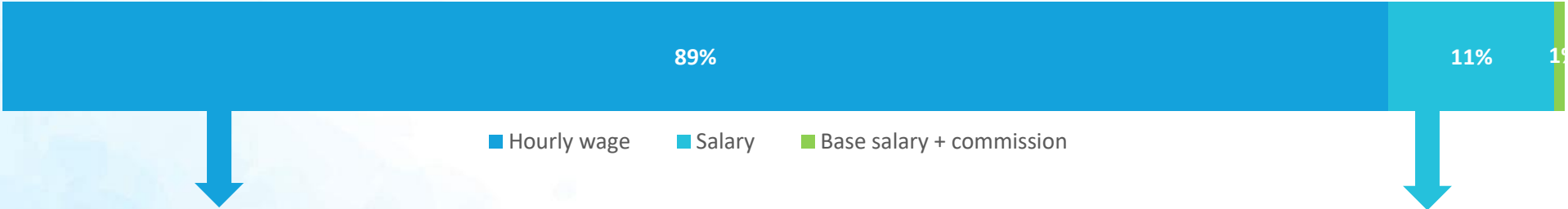
Q21: How satisfied are you with your hourly wage / salary / base salary + commission?

Q22: [IF NOT SATISFIED] What do you think would be a more appropriate hourly wage / salary / base salary + commission for your current role, experience and skill level?

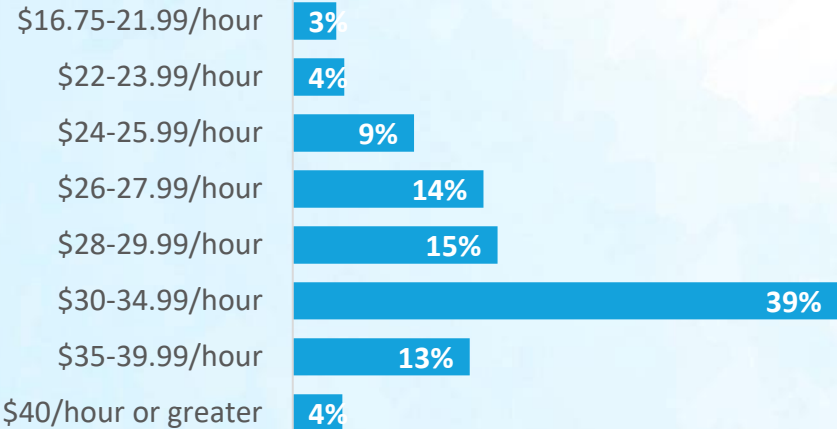


Just over half of hourly RVTs make over \$30 an hour, and about half of salaried RVTs make over \$70K/year; implying half of RVTs make a reasonable income.

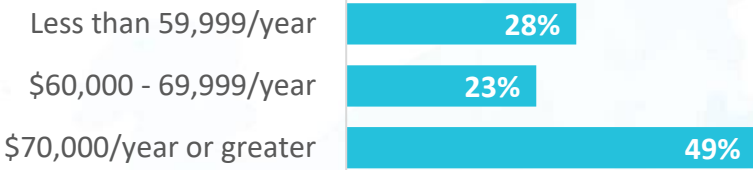
Wage structures



Hourly wage distribution (n=696)



Salary distribution (n=83)

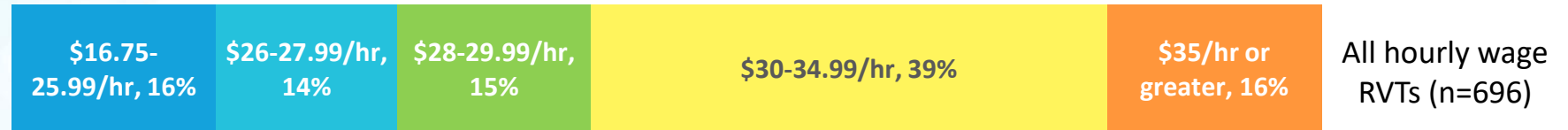


Q10: What is your wage structure? Q11: What is your current hourly wage?
 Q12: What is your current annual salary? Q13: What is your base salary (excluding commission)?



BCVTA member satisfaction generally higher among those earning less; interestingly, increases in employer satisfaction *as a result of higher wages* halt after 28\$/hour.

Hourly wage (n=696)



% satisfied:

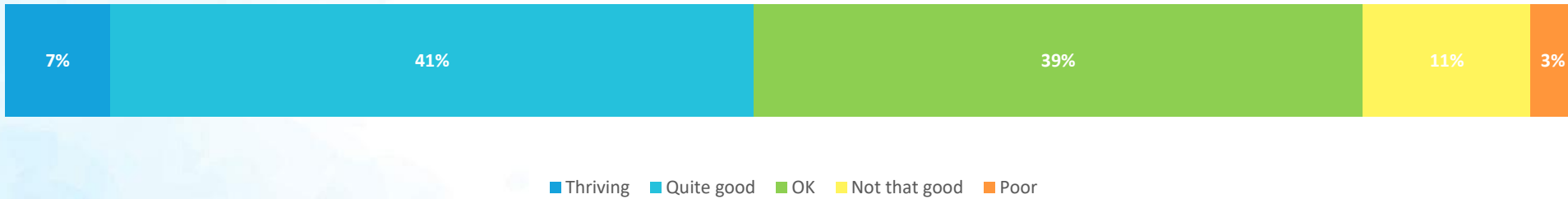
| | \$16.75-25.99/hr, 16% | \$26-27.99/hr, 14% | \$28-29.99/hr, 15% | \$30-34.99/hr, 39% | \$35/hr or greater, 16% | All hourly wage RVTs (n=696) |
|-------------------|-----------------------|--------------------|--------------------|--------------------|-------------------------|------------------------------|
| With employer | 52% | 66% | 72% | 72% | 72% | 68% |
| With current wage | 21% | 33% | 53% | 66% | 81% | 55% |
| Work 40+hrs/wk | 37% | 53% | 50% | 53% | 44% | 49% |
| Work 35+hrs/wk | 51% | 64% | 29% | 70% | 62% | 64% |
| 11+ years as RVT | 29% | 39% | 49% | 55% | 81% | 52% |

Q11: What is your current hourly wage?

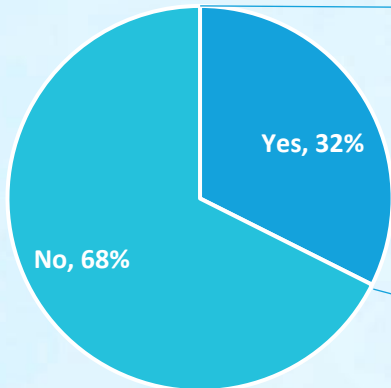


Almost half of all RVTs have a good quality of life; however, about a quarter of all RVTs have a second income because they need it.

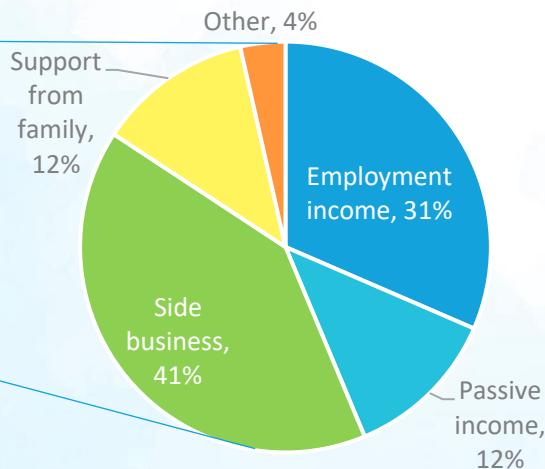
Overall wellbeing / quality of life



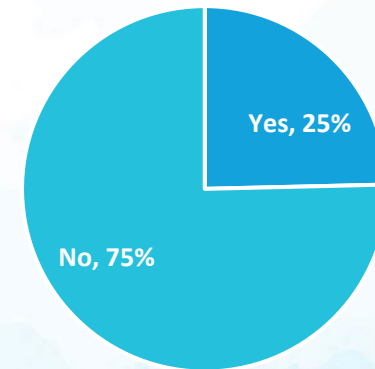
Secondary income?



Types of secondary income (n=254)



RVT wage is sufficient; do not rely on secondary income (n=254)



75% of RVTs with a secondary income indicate it's necessary because their primary RVT income is insufficient to maintain a satisfactory standard of living.

Q33: How would you rate your overall wellbeing / quality of life?

Q26: Do you, personally, have a secondary form of income?

Q27: Do you feel that your current wage with your veterinary employer is sufficient to maintain a satisfactory standard of living without relying on secondary income?



Satisfaction with current employer and wage are overwhelmingly correlated with overall wellbeing / quality of life.

Overall wellbeing / quality of life

■ Good/Thriving ■ OK ■ Not good



| | | | |
|-------------------------------|-----|-----|-----|
| | 48% | 39% | 14% |
| | 86% | 60% | 36% |
| % satisfied with employer | 86% | 60% | 36% |
| % satisfied with current wage | 69% | 50% | 29% |

While it's not the employer's responsibility to maintain a certain standard of living for their employees, employers need to appreciate the level of impact they have on an employee's quality of life and satisfaction in the workplace.

Q26: Do you, personally, have a secondary form of income?



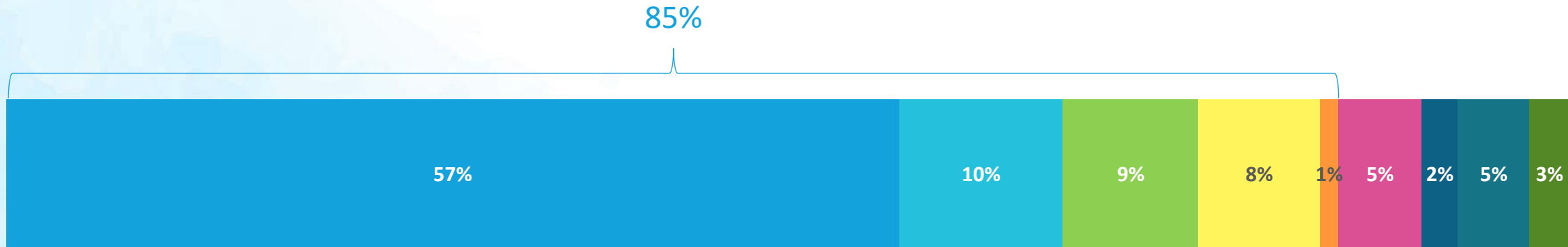
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A majority of RVTs are in “Vet practices: Small animal” with another large amount of RVTs working in the other Vet practices.

Sector of employment



■ Vet practices: Small animal

■ Vet practices: Emergency/24-hour

■ Vet practices: Mixed animal

■ Vet practices: Specialty (referral)

■ Vet practices: Other

■ Education / research / government

■ Industry / self-employed

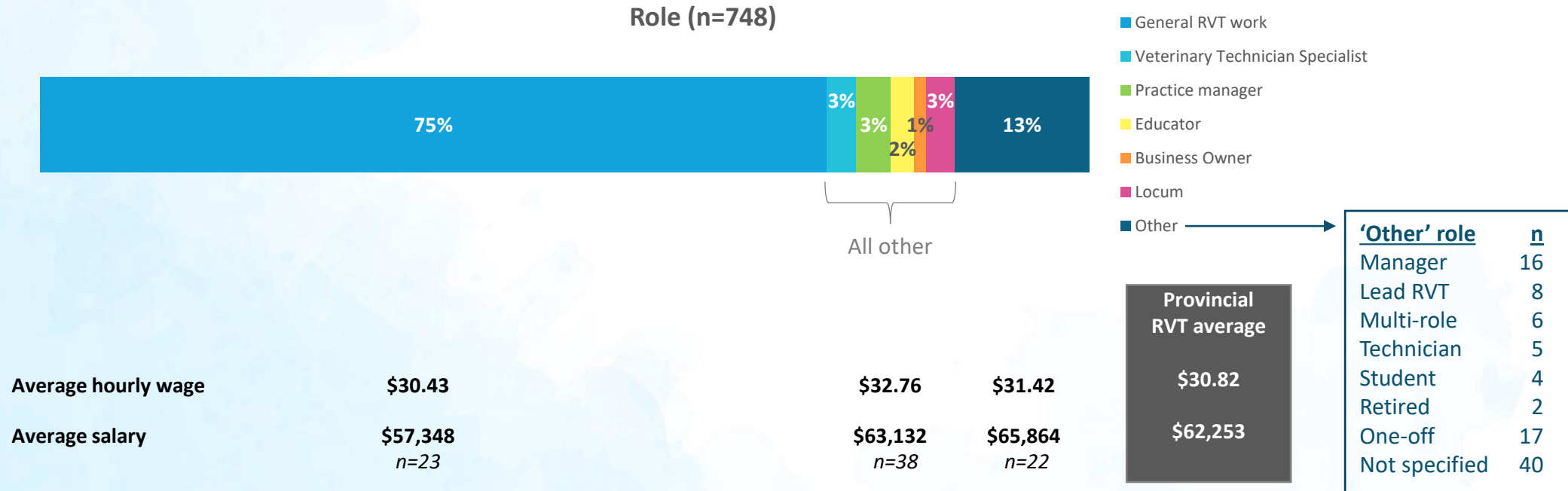
■ Not currently working in veterinary services

■ Other

Q3: In which "Sector" and "Subsector" do you currently work? Choose a sector and then a subsector.



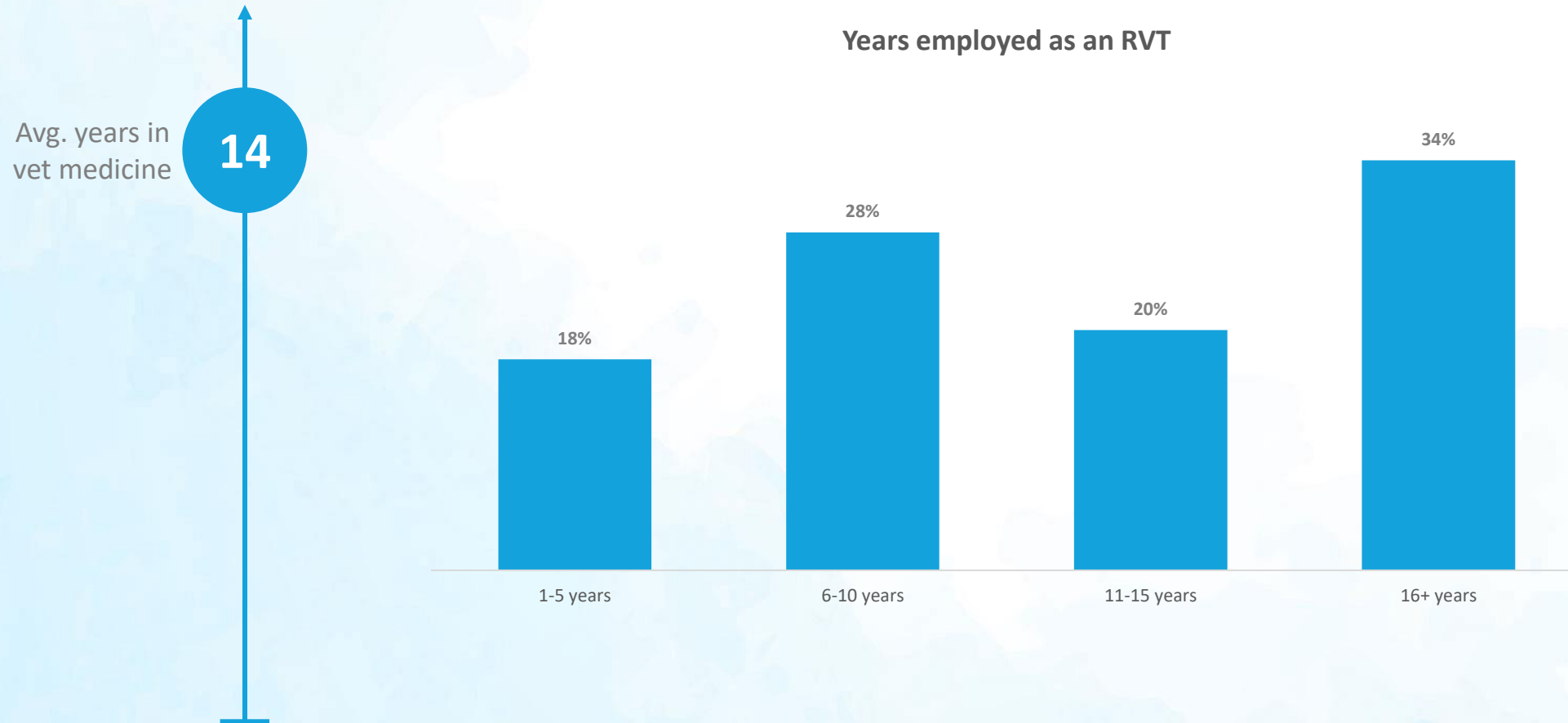
3/4 RVTs do “General RVT work”; the role with the lowest wages.



Q4: What is your current role?



BC RVTs have a healthy variety of new and tenured experience.



Q1: How many years have you been working in Veterinary medicine?
Q2: How many years have you been a Registered Veterinary Technologist?
*28 respondents have been a member longer than they have been in their career.



Most RVTs get paid overtime pay when they should; however, some are not.

RVTs' frustrations with overtime pay summarized in quotes

"My OT is paid as just time worked, not time and a half."

~ 35-year RVT, 42hr/wk, very satisfied with employer

"The fight for proper pay isn't worth the stress/weeks it takes to get it."

~ 11-year RVT, 37hr/wk, dissatisfied with employer

"Owners do not like to pay overtime and will sometimes not if they do not think why we worked overtime was a proper reason."

~ 7-year RVT, 40hr/wk, dissatisfied with employer

"We have to account in detail for every minute of overtime paid to us;...it gets tedious and then we get pressured to leave on time, but the work environment doesn't easily allow for it."

~ 4-year RVT, 32hr/wk, neutral satisfaction with employer

Q15: Do you receive overtime pay as per the province of British Columbia regulations (see below for details on the regulations)?



Likewise with overtime pay, most RVTs are getting on-call pay when they should; however, some are not.

RVTs' frustrations with on-call pay summarized in quotes

"If I am on-call I am paid if I come in to help with an emergency."

~ 8-year RVT, 56hr/wk, very satisfied with employer

"We are expected to be on standby with no pay. Its not okay."

~ 7-year RVT, 30hr/wk, dissatisfied with employer

"Because I am a locum, employer says I am not eligible to on-call pay like their full-time employees are."

~ 10-year RVT, 55hr/wk, satisfied with employer




Q18: Do you receive on-call pay?



RVTs most likely to apply for management: work 40+ hrs/wk, worked at 4+ different employers, have 11+ years of RVT experience & are paid a salary.

Likelihood of applying for a management position (n=720)

■ Very likely
 ■ Likely
 ■ Somewhat likely
 ■ Not that likely
 ■ Not at all likely

| | 12% | 14% | 17% | 27% | 31% |
|-------------------------|---|---|-----|-----|---|
| % satisfied: |  |  | | |  |
| With employer | 74% | 76% | | | 65% |
| As BCVTA member | 66% | 70% | | | 71% |
| With current wage | 57% | 29% | | | 54% |
| Work 40+hrs/wk | 60% | 47% | | | 48% |
| Worked for 4+ employers | 46% | 35% | | | 39% |
| 11+ years as RVT | 59% | 55% | | | 49% |
| % paid a salary | 19% | 9% | | | 4% |

About 7% of RVTs are already in some type of leadership / management role.

How to read this table:
 For example, of those who are likely to apply for a management role, 60% work more than 40 hours a week.

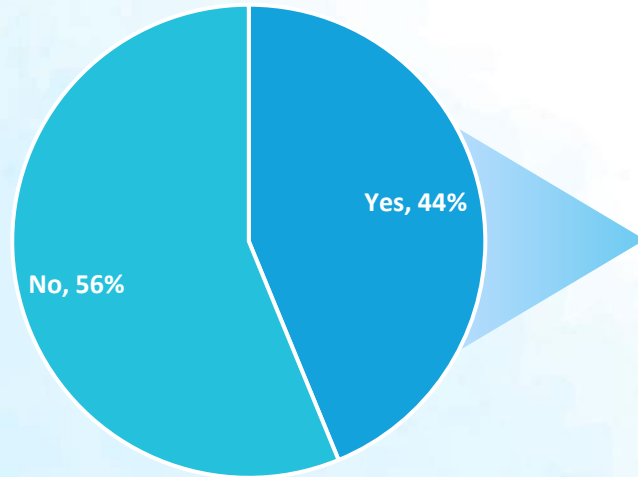
Q8: On average, how many hours do you work in the veterinary industry per week?

Q32: If the opportunity were to arise, how likely are you to apply for a management-level position within your current place of employment?



Nearly half of RVTs report that non-RVT staff perform RVT duties, some occasionally and some frequently.

Percent of RVT's practices with non-RVT staff performing RVT duties (n=726)



Of those who said yes and provided a number, the average per clinic is about 2.4 non-RVTs performing non-RVT duties, ranging from 1 to over 10, depending on clinic size and other factors.

RVT duties performed by non-RVT staff include:

- AG expressions
- Performing anesthesia
- Administering sedation
- Dental scaling and polishing
- Provide a variety of treatments
- Dental radiographs
- Patient monitoring
- NG tube placement
- Surgical monitoring
- Client communication
- Prescription filling
- SQ fluids
- Placing IV
- IM injections
- Lab work
- IV catheters
- Intubating
- Discharge
- Inducing
- Wound care
- Drawing blood
- Radiographs

Many quotes indicating non-RVT staff are performing all or most of the tasks that should be performed by RVTs.

"We have 2 unlicensed techs who perform the same role as RVTs."

"2-4 staff members act as RVTs (usually techs/veterinary nurses from overseas that are not licensed here) - perform all the tasks an RVT would. We do have some assistants who also do things like SQF, arthritis injections, cytologies."

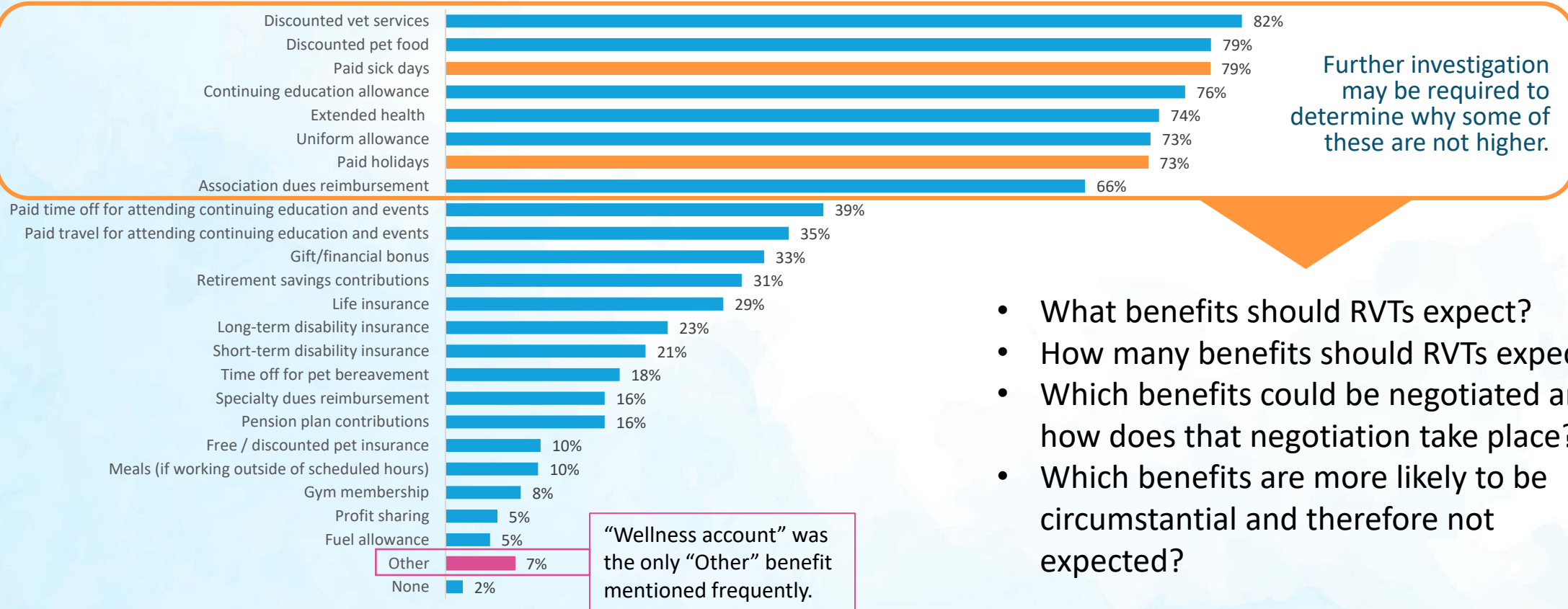
Q28: Does your practice currently have non-RVT staff performing RVT duties?

Q29: [IF Q28 = YES] Please tell us how many non-RVT staff are performing RVT duties and the roles they are performing.



There is a great divide between the top 8 benefits offered and the rest.

Benefits offered by employer



- What benefits should RVTs expect?
- How many benefits should RVTs expect?
- Which benefits could be negotiated and how does that negotiation take place?
- Which benefits are more likely to be circumstantial and therefore not expected?

Q23: Does your employer offer any of the following benefits? Select all that apply.



Half of RVTs who receive CE funding from their employer don't know how much they can access; of those who do, half receive more than \$800 a year.

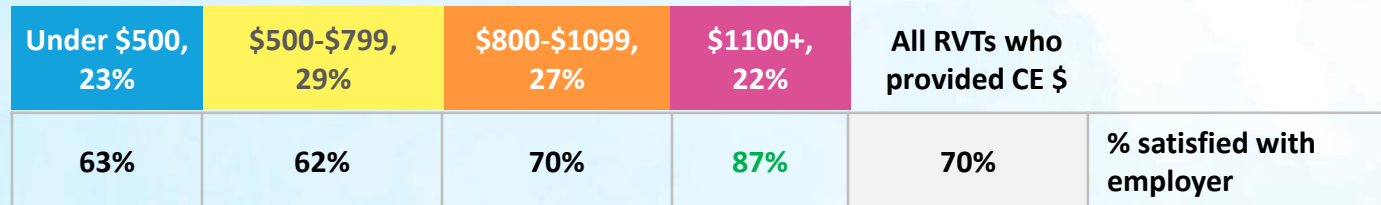
RVTs indicating if they receive CE funding from their employer or not (n=784)



Whether RVTs who receive CE funding know the amount (n=599)



CE amount ranges (n=293)



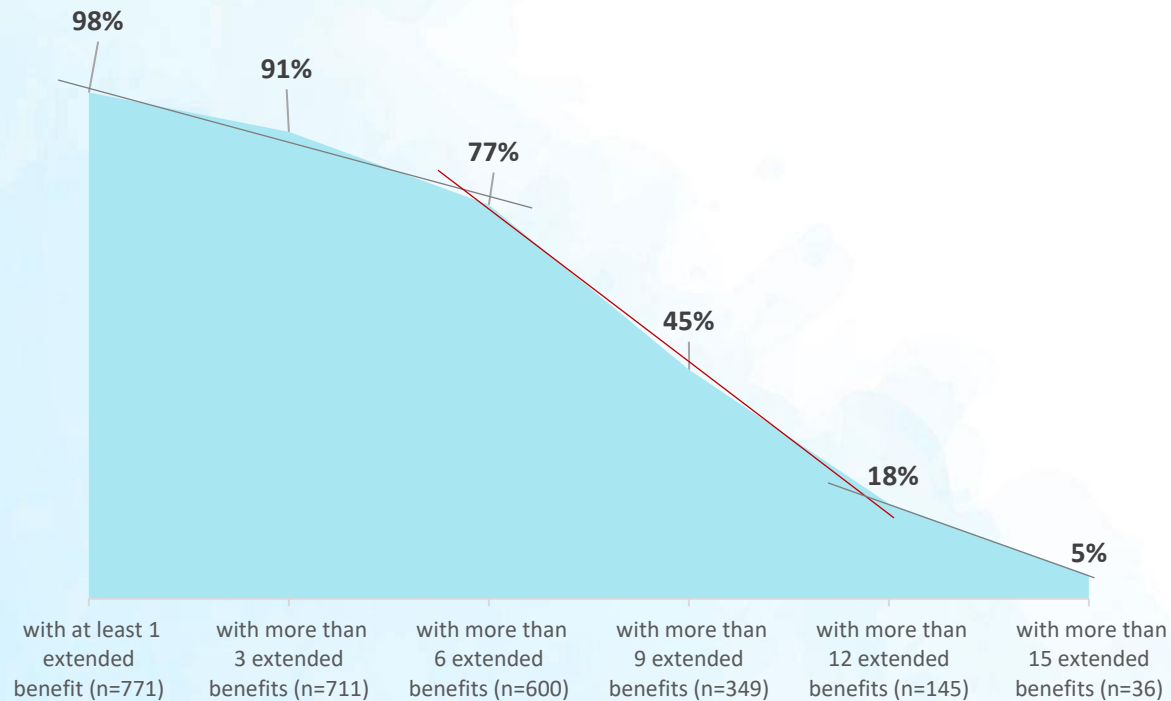
Satisfaction with current employer is correlated with amount of CE funding that is provided.

Q24: What is your annual continuing education allowance? \$ per year



The number of benefits offered by employers takes a **steeper dive** after 6-7 benefits; RVTs receiving more benefits are generally more satisfied.

Employer-provided benefits: Number of RVTs with...



The more benefits employers offer, generally the more satisfied RVTs are with their employer and current wage, as well as the higher their self-reported quality of life.

Q23: Does your employer offer any of the following benefits? Select all that apply.



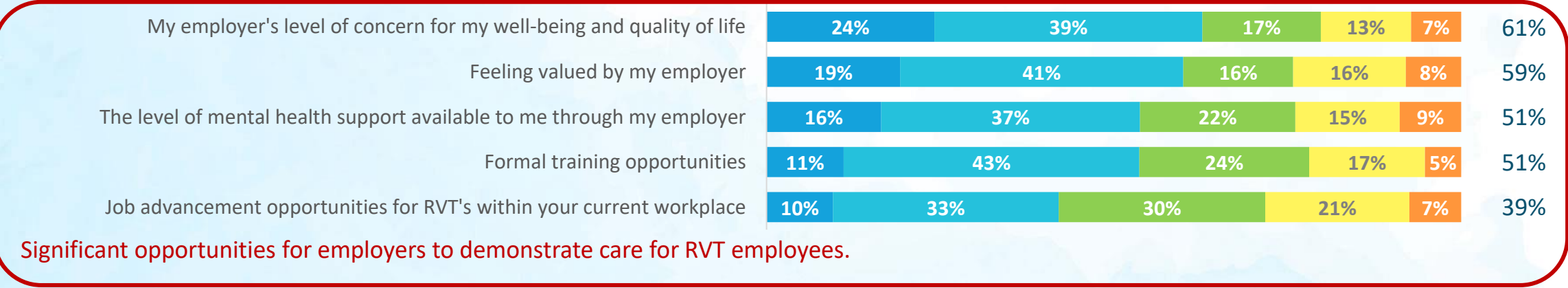
2/5 RVTs do not feel valued or that their employer cares about their quality of life; and only half are satisfied with training and mental health support.

Satisfaction with aspects of current workplace

Very satisfied Satisfied Neither Dissatisfied Very dissatisfied

Top 2

General satisfaction is moderate



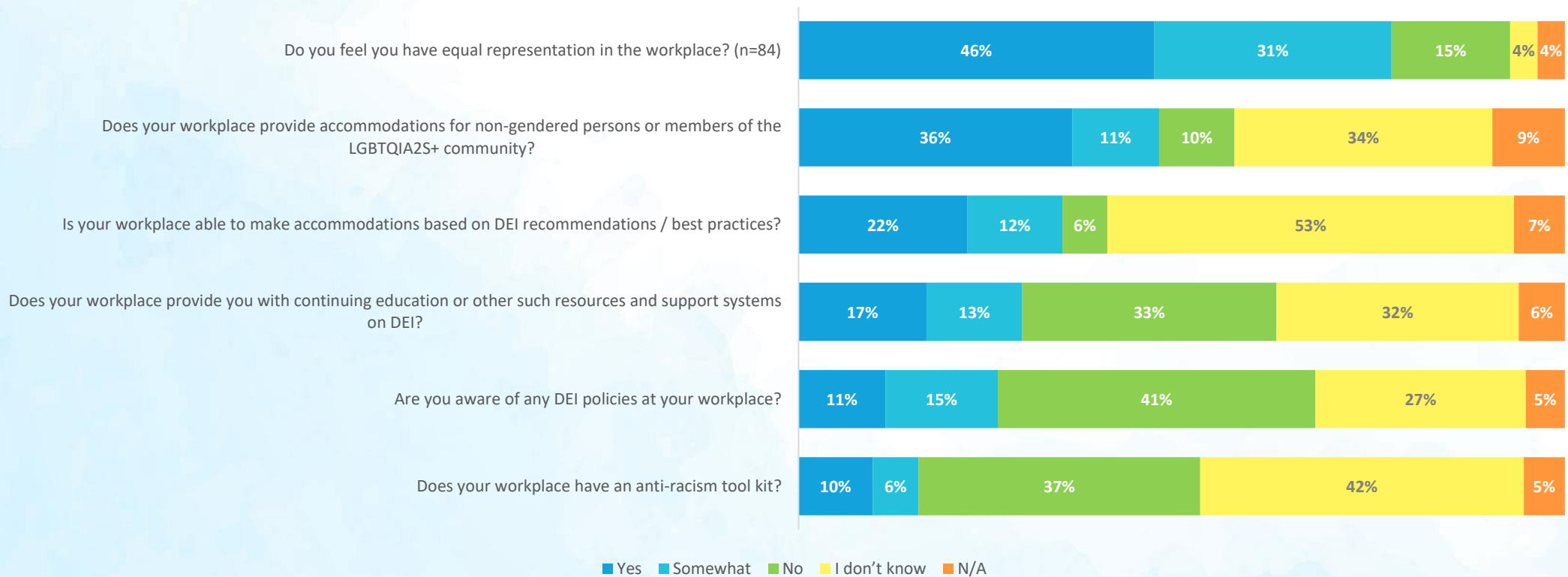
Significant opportunities for employers to demonstrate care for RVT employees.

Q30: How satisfied are you with each of the following aspects of your current workplace?



There is a significant amount of uncertainty when it comes to understanding what, if anything, employers have in place for DE&I.

Diversity, equity & inclusion in the workplace



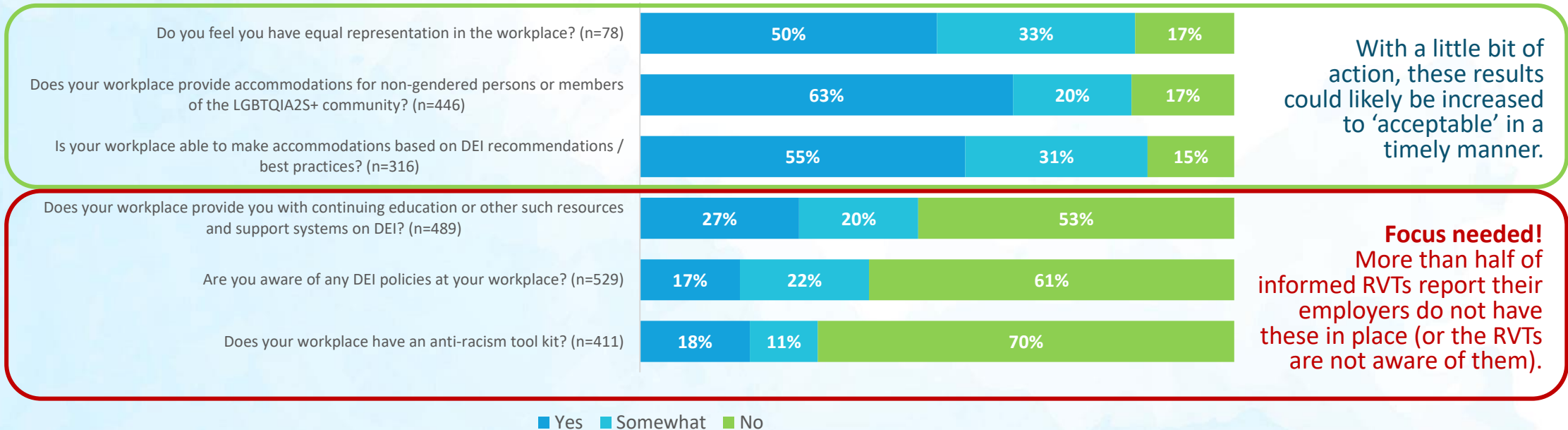
Q41: These last few questions are about DEI in your workplace.



BCVTA should consider an employer awareness campaign to make it easy for employers to implement and/or share DEI policies and an anti-racism toolkit; it's likely many simply don't know they should be doing these things.

By removing those who said "N/A" and "I don't know" from the graph, we suddenly see a clear divide between the top 3 and bottom 3 DE&I-related topics.

Diversity, equity & inclusion in the workplace



Q41: These last few questions are about DEI in your workplace.





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For questions about this report, contact
executivedirector@bcvta.com

