

Welcome to the SAVT Wage Survey 2008. First of all I'd like to start off with a huge thank you to everyone who took the time to complete this survey. Your participation is greatly appreciated and essential to the outcome of this project.

At the end of the presentation a number will be provided for anyone that has questions.



Our Mission

- Provide members with up to date information
- Maintain communication within the veterinary team
- Create awareness of the value of our profession

Our mission.

As the Board of Directors we want to provide our members with the most informative facts and figures of our profession. To achieve this, we're striving to provide you, the members, with valuable wage and benefit information that can be relayed back to your employers.

We want to inform the SVMA of the results of this survey with the goal of maintaining communication within the Veterinary Team.

Most importantly, we want to create awareness of the value of our profession.

The Survey

- Completed online
- Questions asked re: wages, benefits, CE, discounts, raises, bonuses, pensions, etc.
- 182 members participated

The survey was done online. Questions were asked regarding wages, benefits, CE points, discounts, raises, bonuses, pensions, etc.

182 members participated which is almost 60% of our membership, a phenomenal response!

Where To Find Results

- Online Presentation available on the SAVT website
- Powerpoint in PDF format: valuable tool
 - available on the SAVT website
- Print out or copy on disc from SAVT office

Where to find results. There is an online Presentation available through the SAVT website (which you may be watching right now.)

There is an online PDF format of this powerpoint available on the SAVT website. This is a valuable tool to print out for your reference and/ or for your employer.

A print out or a copy on disc can be requested from the SAVT office administrator.

All of these options will allow you to view the survey and independently research your individual concerns and questions.

Wage Comparisons

- Small Animal/ Mixed Animal/ Other
- Wage vs years of experience
- Wages vs population zone
- Wage vs job description not available
- Wage vs # of vets/ # of techs/ support staff - not applicable

Due to confidentiality concerns we were only able to break the wages down into 3 groups, small animal, mixed animal and other, which includes PDS/ SIAST/ WCVM/ CFIA/ Research and Government jobs.

We were able to break the data down to compare the private practice wages vs years of experience and population zones.

We found that with our profession our jobs can be so diverse that we weren't able to break the wages down to compare them to job descriptions.

We did do a comparison of wage vs the number of vets, the number of techs and the number of support staff in the workplace but found no correlation.

Wage Ranges

- PDS/ SIAST/ Gov't/ Research/ WCVN: \$16 - \$30
- Small Animal: \$11.50 - \$20.00
- Mixed Animal: \$11.50 - \$22.00
- Swine : \$11 - \$23
- Feedlot/ Drug Rep/ Zoo: not enough respondents

In the first section, PDS/ SIAST, etc: the majority of responses were given in daily, monthly or annual amounts.

Therefore, to give you a range we converted those amounts into hourly wages using 8 hours/ day, 22 days/ month.

Please note that only 6% of the total respondents were in the swine industry. This was not enough to allow us to make any comparisons. Therefore this is the only swine data we are able to provide.

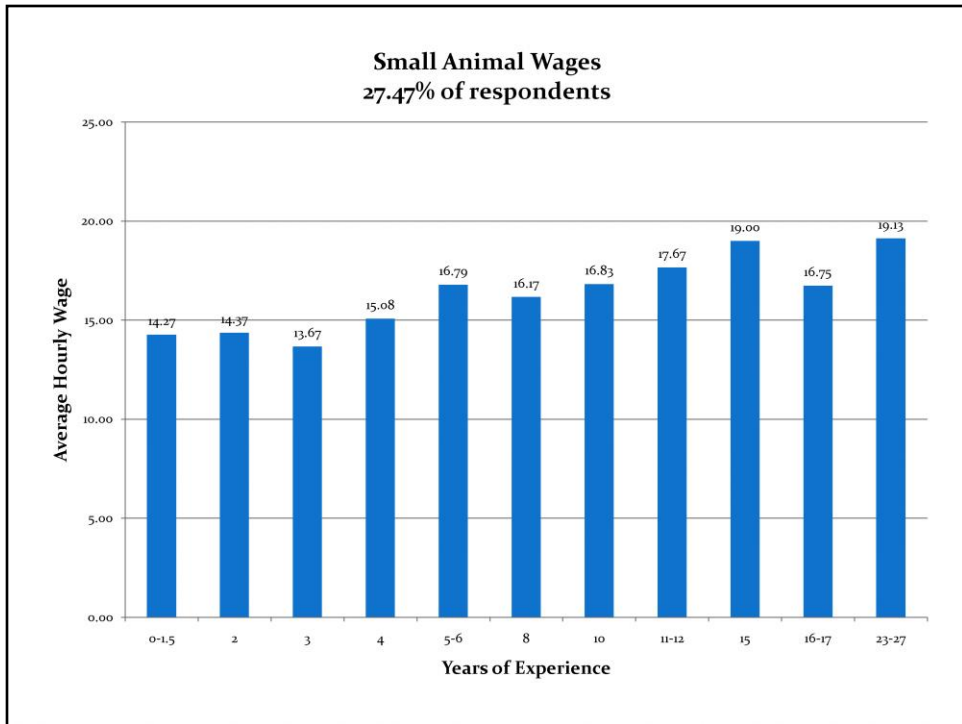
The same is true for techs working in the Feedlot/ Drug Rep/ Zoo/ and other industries.

All wage ranges in this survey are rounded to further protect the technician's anonymity.



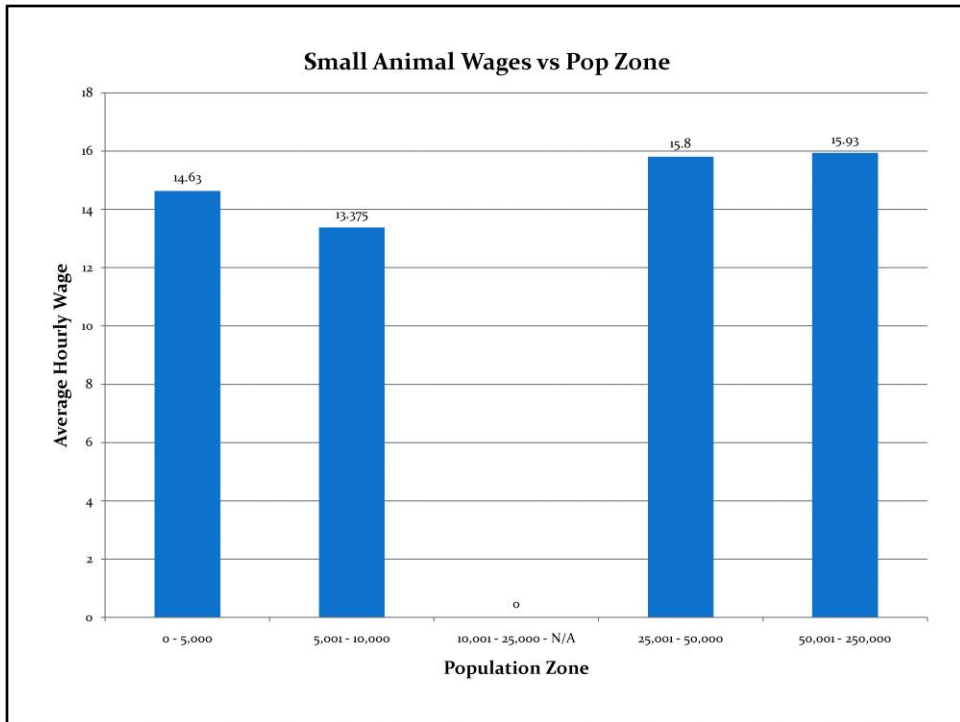
Due to the overwhelming amount of different responses, ie: hourly, monthly, by day, commission, etc. we found the only way we could compile all of the results and still have them be accurate enough to present was to convert everyone to annual wages using the standard rules of 8 hours a day, 22 days a month for 12 months.

We know that some of you may not fall into this category but unfortunately this was the only viable way we had to portray this information as accurately as possible.



Small Animal Wages. We had 50 respondents, 4 of which we did not include due to the way the wage was entered.

(Please note, we did calculate those disregarded wages out to hourly and based on full time hours they still fell into these averages.)



In this graph we're comparing the average hourly wages of small animal techs to the different population zones. According to our data, there is over a dollar an hour difference between the rural and urban areas.

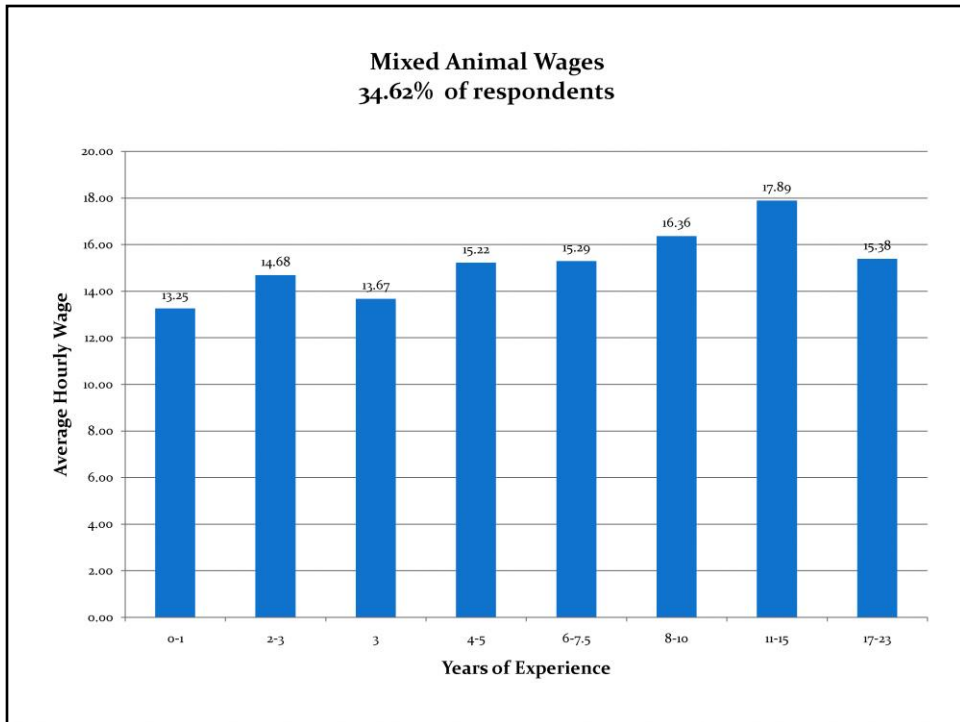
This may be due to factors such as a potential higher cost of living and/or more competition for technicians in the larger centers.

Mixed Animal Ranges

- 2-3 years: \$11.50 - \$18.00
- 4-5 years: \$11.50 - \$20.00
- 6 - 7.5, 8-10 years: both were \$14 - \$19
- 11- 15 years: \$15-22
- 17-23 years: \$12 - \$22

As you can see on this chart when we broke the mixed animal answers down based on years of experience there was a wide gap between the lowest and the highest wages.

Therefore, in order to get a more accurate representation on the next graph we compiled the responses into broader ranges of years than we did for small animal.



Mixed animal wages. We had 63 respondents, 6 of which we could not include due to the way the wage was entered.

(Please note, as with small animal, we did calculate those disregarded wages out to hourly and based on full time hours they still fell into these averages.)

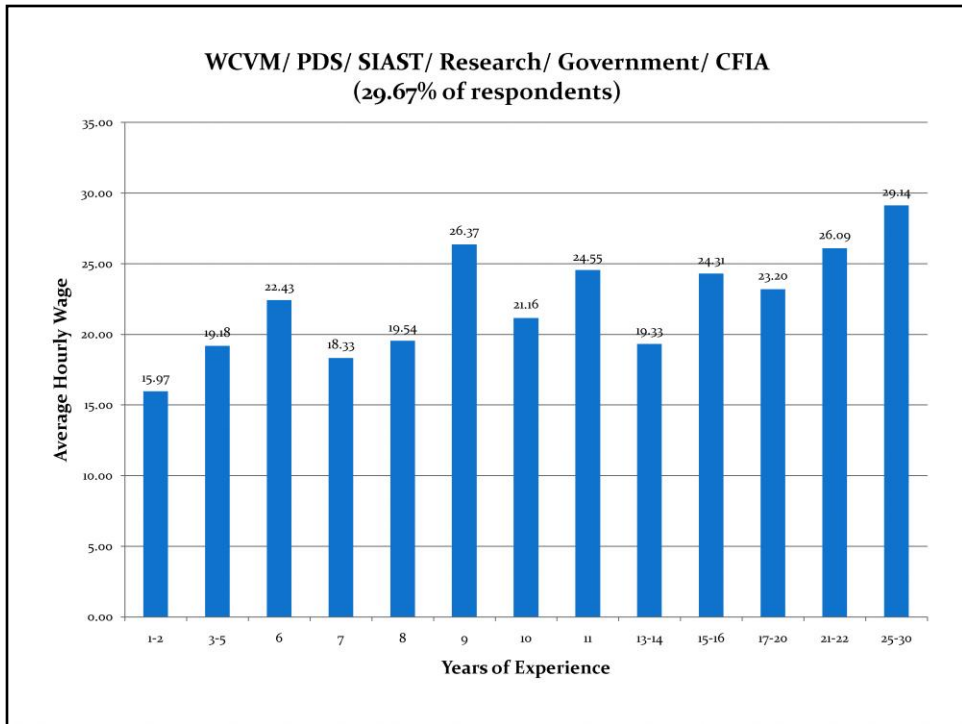
The thing that stands out the most on this chart is how the wages somewhat increase right up until the 15 year mark and then all of the sudden start dipping down.

Please note on the 17-23 years, we had one respondent that was over \$20. Without that answer the average for this section would have been \$14.55.



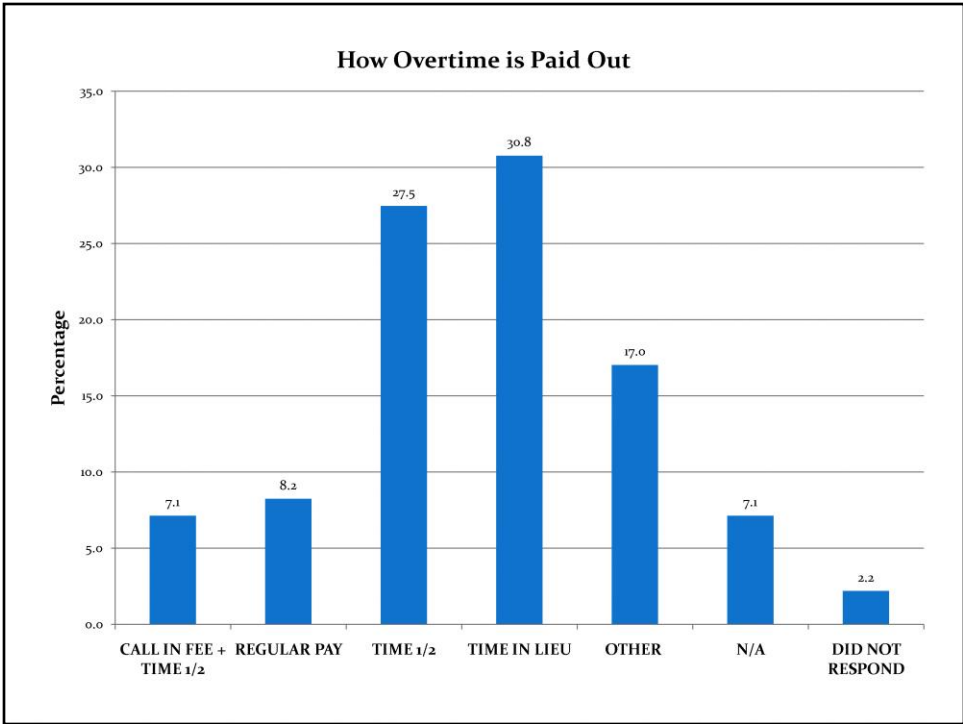
In this graph we're comparing the average hourly wages of mixed animal techs to the different population zones.

According to our data, once again there is over a dollar an hour difference between the 50,001 – 250,000 population zone and the other zones, but there is not a distinct uphill curve like there was with the small animal wages.

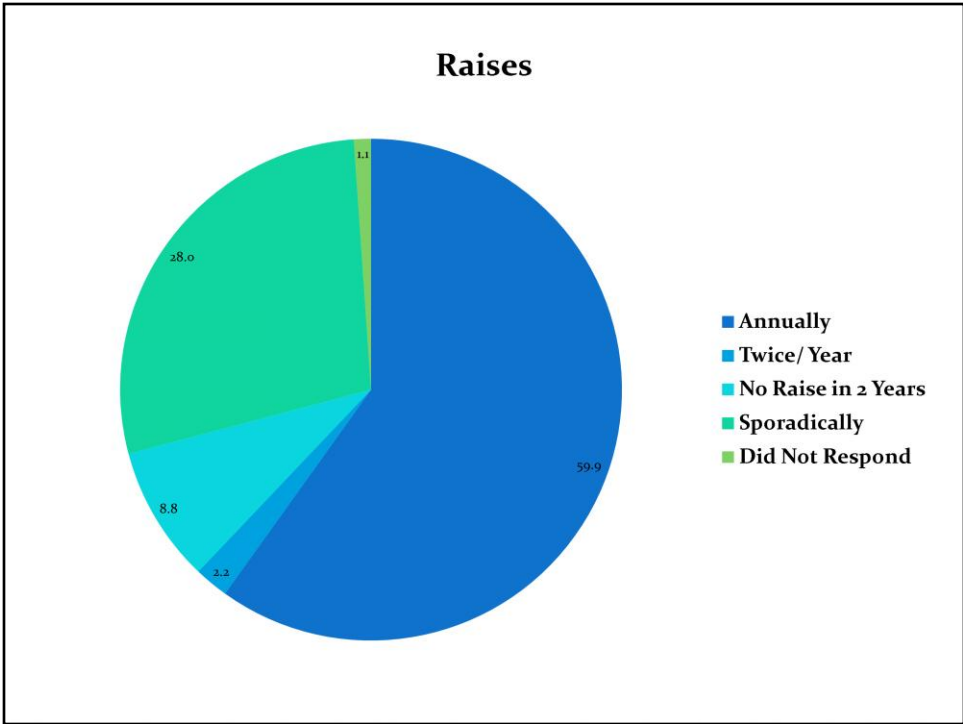


As you can see when comparing WCVN, PDS, SIAST, Research, CFIA and government wages to years of experience there is a lot of variance.

We were unable to compare these wages to a population zone as all of the answers were from population zone 5, 50,001 – 250,000 people.

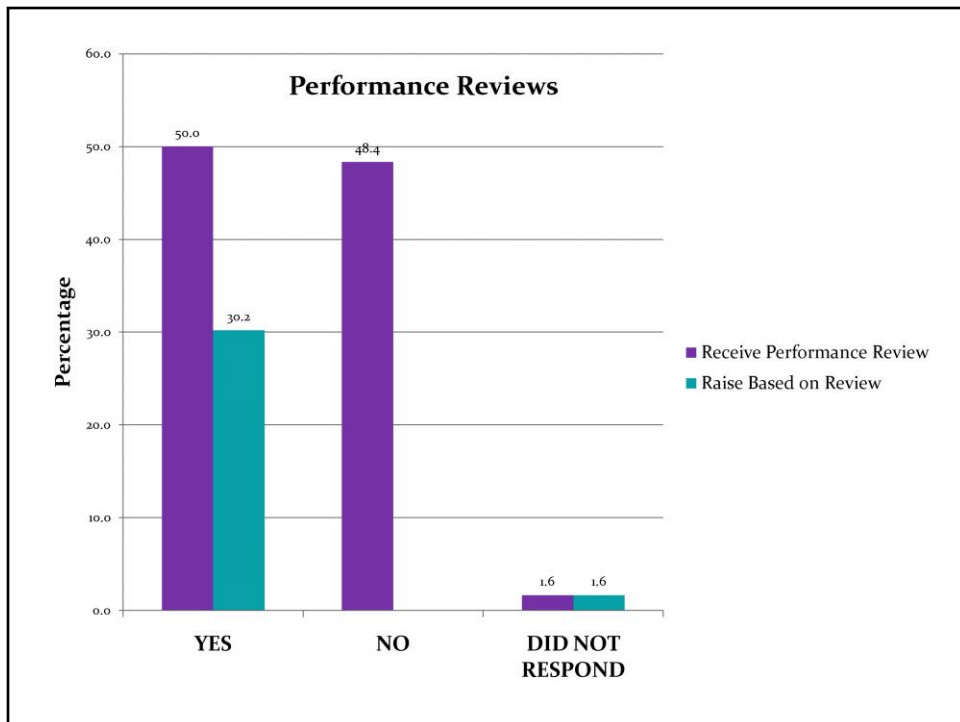


This graph outlines the different methods in which the respondents are being paid for overtime worked.



This pie chart reflects the frequency in which the respondents are receiving raises.

The answers that were given for the amount of the raises were too numerous to chart.

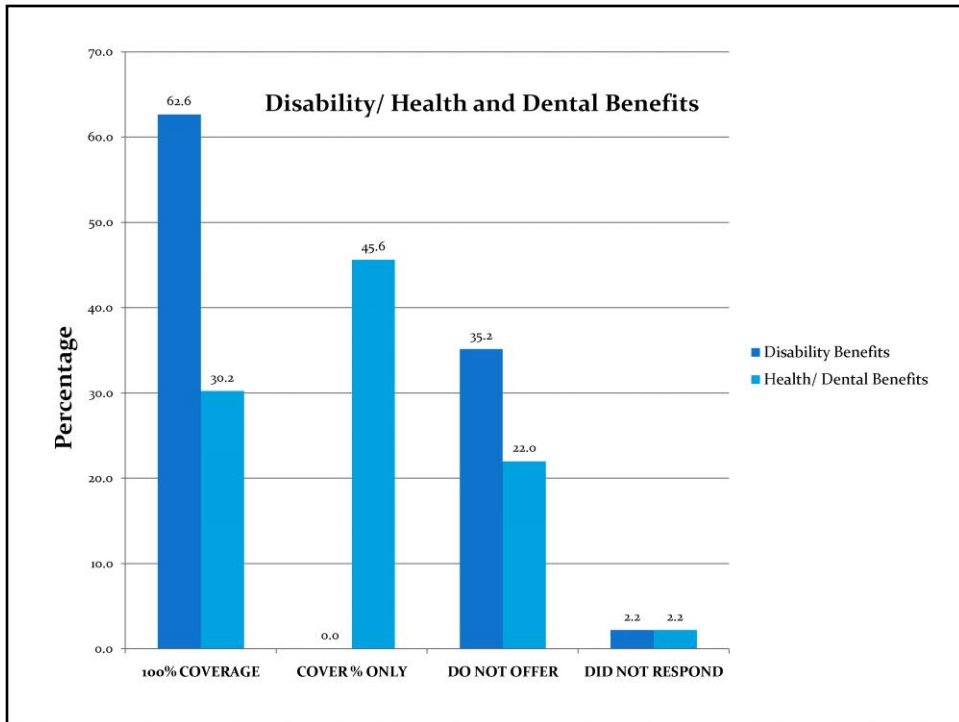


On this chart you'll see that 50% of the people surveyed do receive a performance review. Out of that 50% that receive reviews, 30.2%, which is over half, are getting a raise based on that review.

Performance reviews can be a motivator for yourself and a way to keep communication open between you and your employer. This is also a good way to propose a raise to your boss.

Example: "Let's start an annual review process and we can base a raise (or bonus) on my performance".

This way you're benefitting by getting an increase in pay in a forum that allows you to openly discuss your value. Your boss is giving you an extra incentive to increase performance, which in the long run should show a profit to his business.



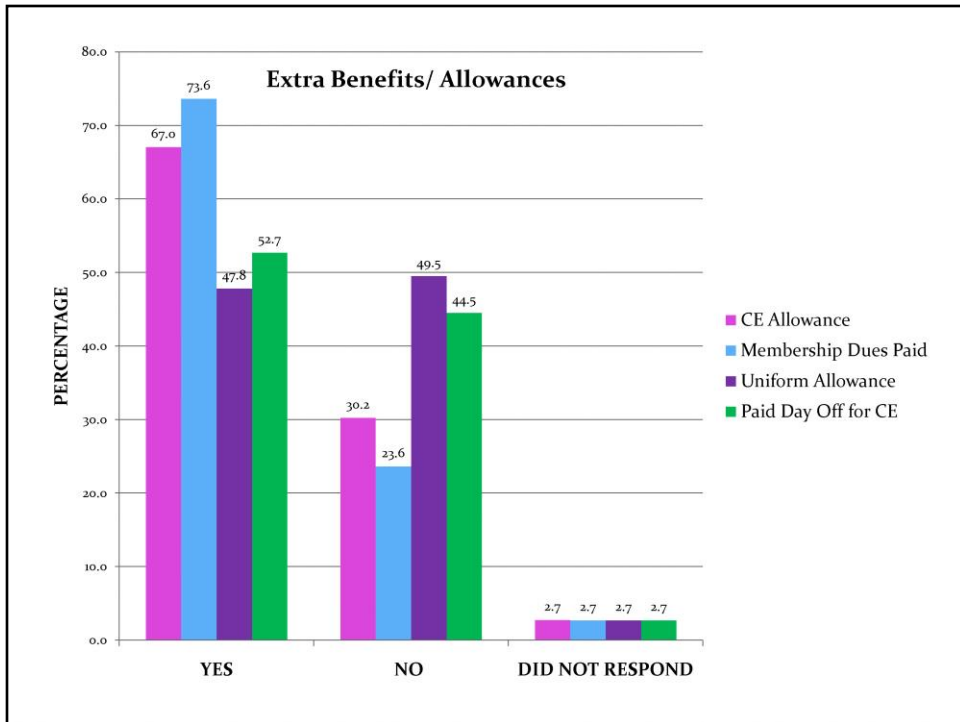
On this chart we're comparing benefits that may be deducted from your cheque. Just a quick note to explain why it says 0 on the cover % only portion for disability. Tax laws don't actually allow a percentage split. Either you or your employer has to pay the full premium.

If your employer pays your disability insurance for you, you would have to claim it and pay income tax on those payments.

If you pay the premiums yourself then you don't pay tax on it. Most employers will deduct the premiums from your paycheque and pay it to the insurance company on your behalf, but it is still your expense.

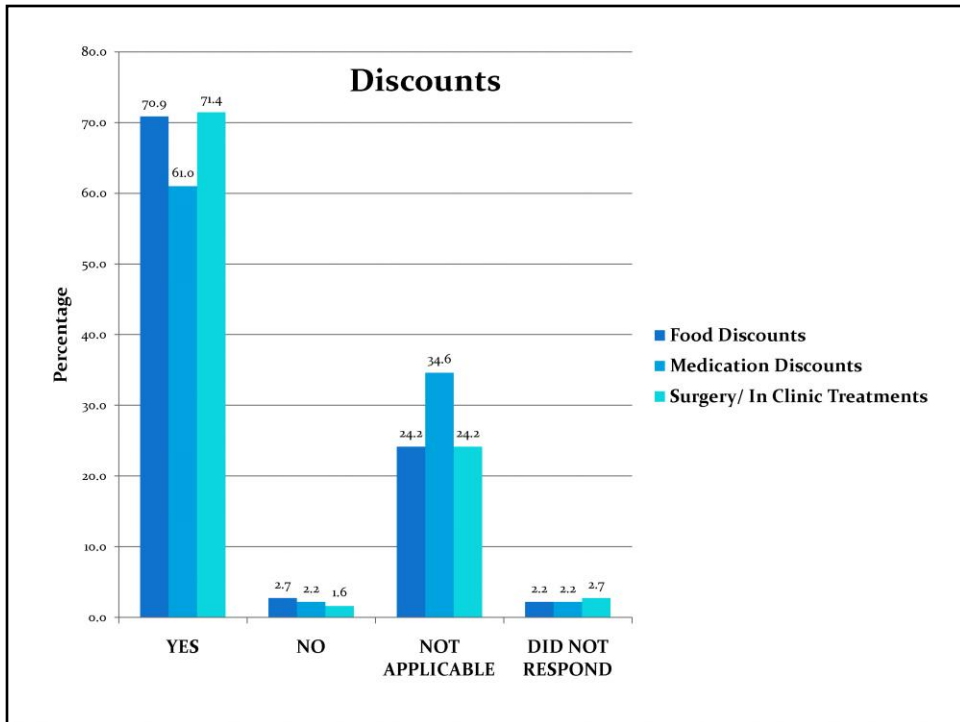
Health and dental benefits can be a big contributing factor for employee retention. There are a lot of new options out there for ways to offer benefits to small businesses without paying huge premiums.

By researching these options through financial advisors, insurance companies and possibly through your local Chamber of Commerce you may find a plan that would work for your place of employment.



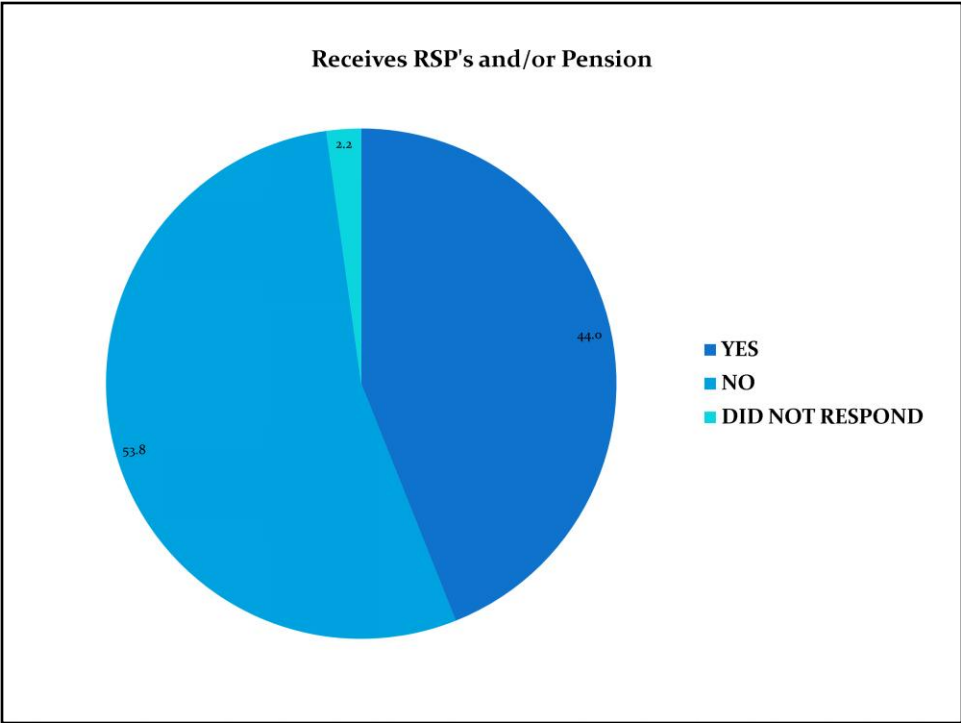
This chart outlines the various extra benefits you may be entitled to receive. If you are not receiving these allowances you may want to impress on your boss that in order for you to work as a Registered Veterinary Technologist, you need to be a paid member and you need CE points.

Also, added benefits in a workplace are always a good way to increase a businesses' employee retention rate.

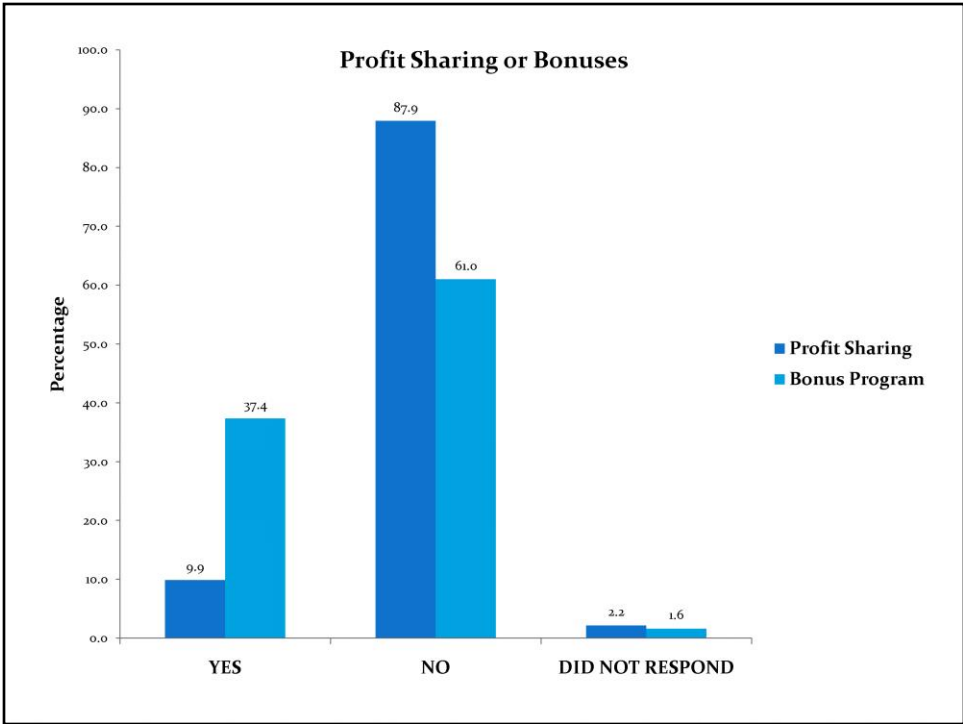


This slide demonstrates the three main areas that technicians may receive discounts.

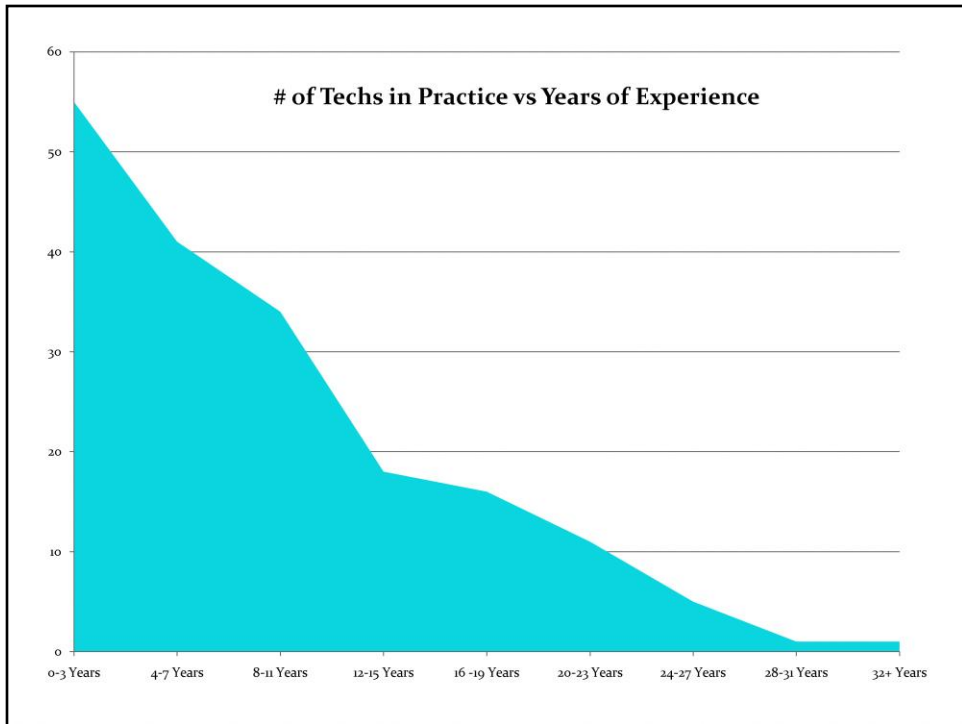
The answers that were given for the different ways discounts are received, ie: a percentage off, pro pack foods, at cost, etc., were too numerous to chart.



Over half of the respondents do receive RSP's or pension benefits. 44% do not, and 2.2% did not respond.



This chart illustrates the % of respondents that receive profit sharing or bonuses.



Since we had the information available to us we took a look at the retention rate of techs today.

We hope that by providing the information from surveys such as these we can help the decline shown here to become more gradual.

Your Responsibility

- Be proud of your profession!!
- Be a valuable member of your veterinary team !!
- Keep yourself informed!!

Your responsibility. As employees we have to be our own advocate. We have to show our employers that we are a key element of the veterinary work force.

So be proud of your profession! Use that pride to help you stand out as a valuable member of your veterinary team.

Keep yourself informed. Research new information as it becomes available such as salary surveys, current starting wages, benefits options, etc.

All of these tools will help give you the knowledge and the confidence to communicate more effectively with your employer.

Questions?

Email: savt@savt.ca

Phone: 1-866-811-SAVT (7288)



Thank you for taking the time to watch this presentation.

If you have any questions please feel free to contact the SAVT office using the contact information on this screen.