

Workforce survey salary integration

2021

How to use this document

- This document complements the workforce survey report and its intent is to provide further data* around salary at differing career stages, and where there is sufficient sample size within differing types of clinical work.
- The information provided will allow broad benchmarking of salary data of employees at all stages of their career and employers at later career stages.

*all data is categorical



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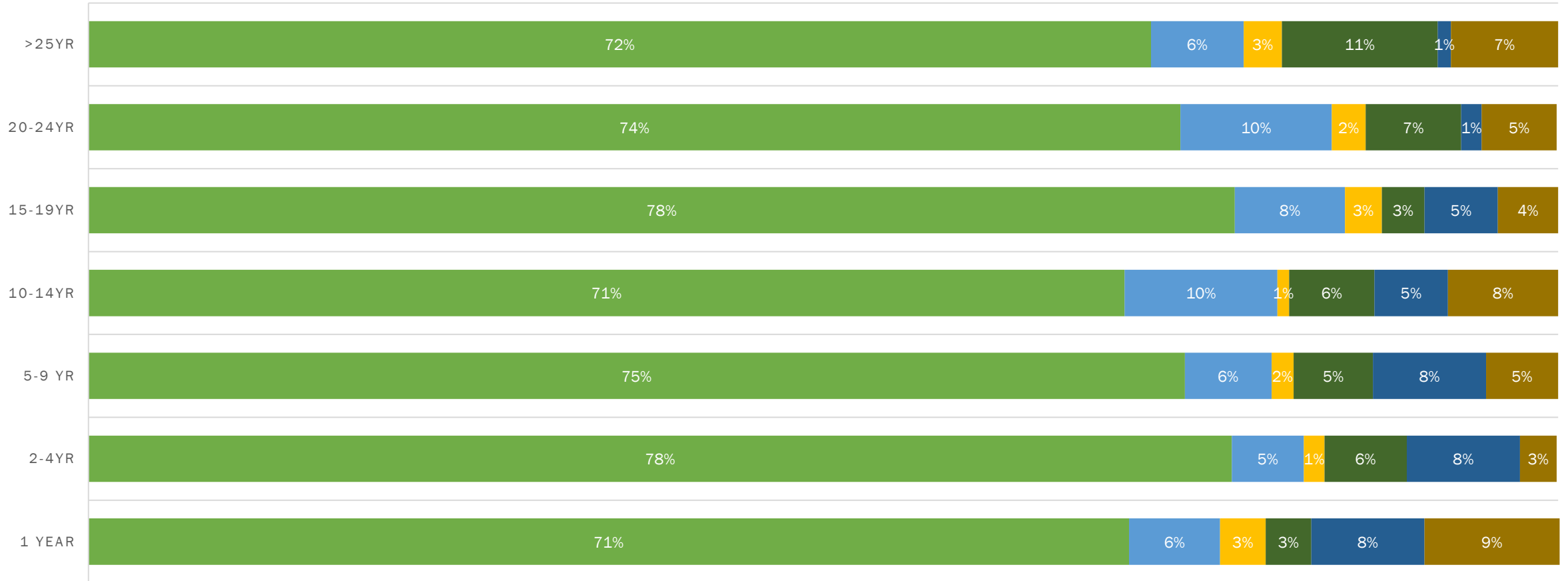
1. Career stage

Career stage stratified by type of clinical work

Career stage stratified by employment type



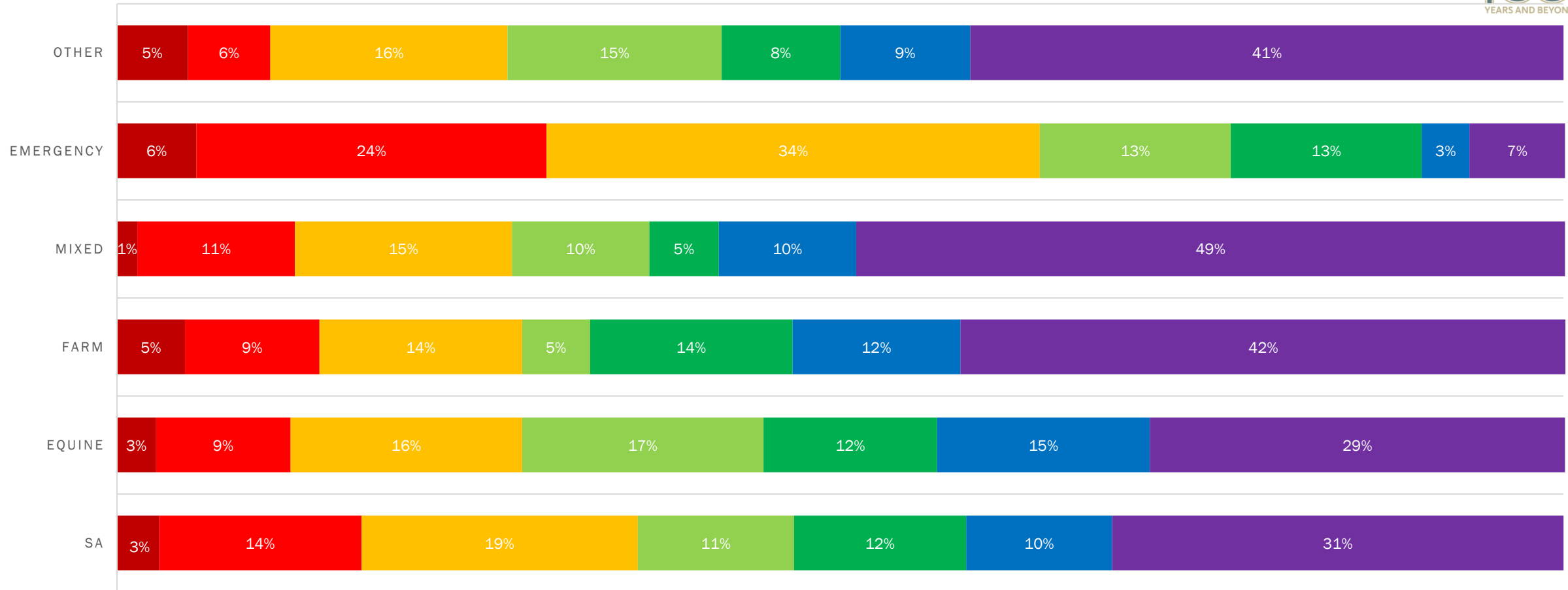
CAREER STAGE STRATIFIED BY TYPE OF CLINICAL WORK



	1 year	2-4yr	5-9 yr	10-14yr	15-19yr	20-24yr	>25yr
■ SA	71%	78%	75%	71%	78%	74%	72%
■ Equine	6%	5%	6%	10%	8%	10%	6%
■ Farm	3%	1%	2%	1%	3%	2%	3%
■ Mixed	3%	6%	5%	6%	3%	7%	11%
■ Emergency	8%	8%	8%	5%	5%	1%	1%
■ Other	9%	3%	5%	8%	4%	5%	7%



TYPE OF WORK STRATIFIED BY CAREER STAGE



	SA	Equine	Farm	Mixed	Emergency	Other
■ 1 year	3%	3%	5%	1%	6%	5%
■ 2-4yr	14%	9%	9%	11%	24%	6%
■ 5-9 yr	19%	16%	14%	15%	34%	16%
■ 10-14yr	11%	17%	5%	10%	13%	15%
■ 15-19yr	12%	12%	14%	5%	13%	8%
■ 20-24yr	10%	15%	12%	10%	3%	9%
■ >25yr	31%	29%	42%	49%	7%	41%

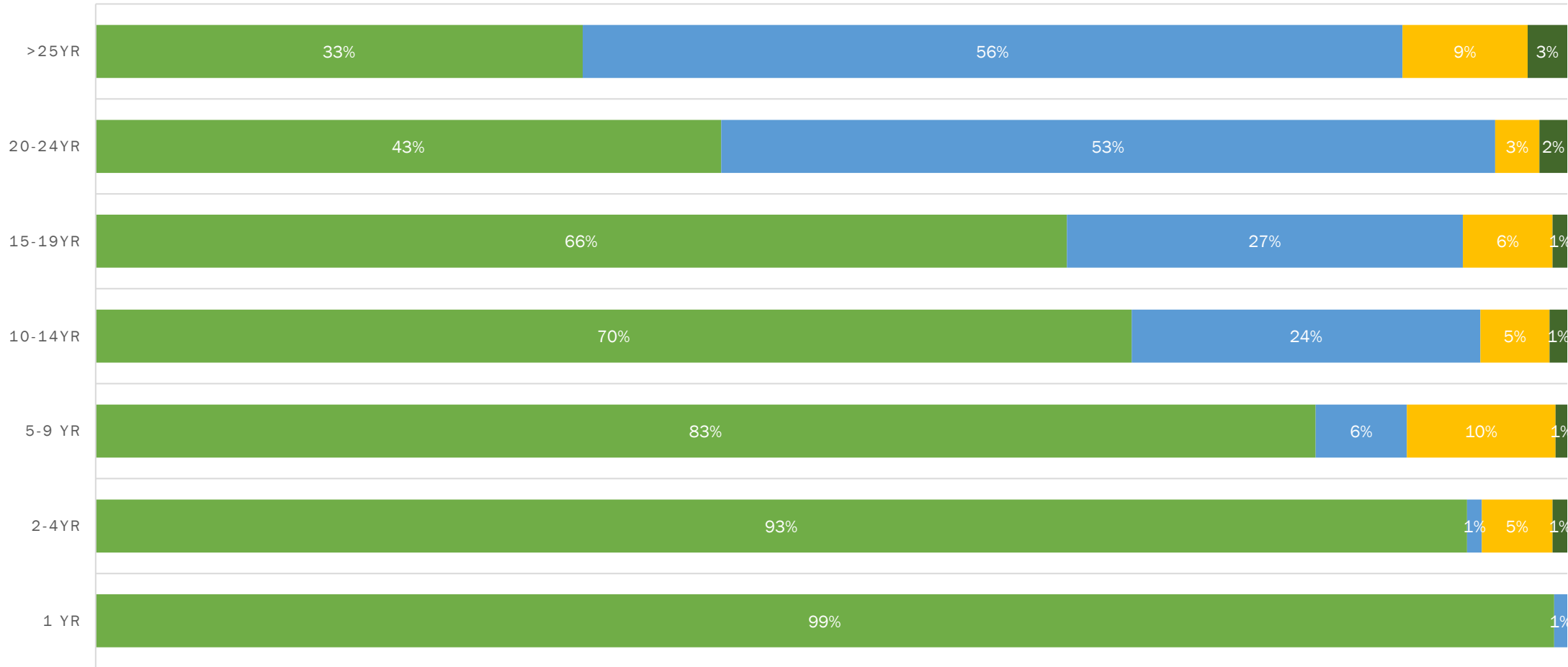
Raw data

Career stage and type of clinical work

	Small Animal	Equine	Farm animal	Mixed	Emergency	Other	Total
1 year	46	4	2	2	5	6	65
2-4yr	221	14	4	16	22	7	284
5-9 yr	302	24	6	22	31	20	405
10-14yr	170	25	2	14	12	18	241
15-19yr	188	18	6	7	12	10	241
20-24yr	159	22	5	14	3	11	214
>25yr	493	43	18	72	6	50	682
Total	1578	150	43	147	91	122	2132



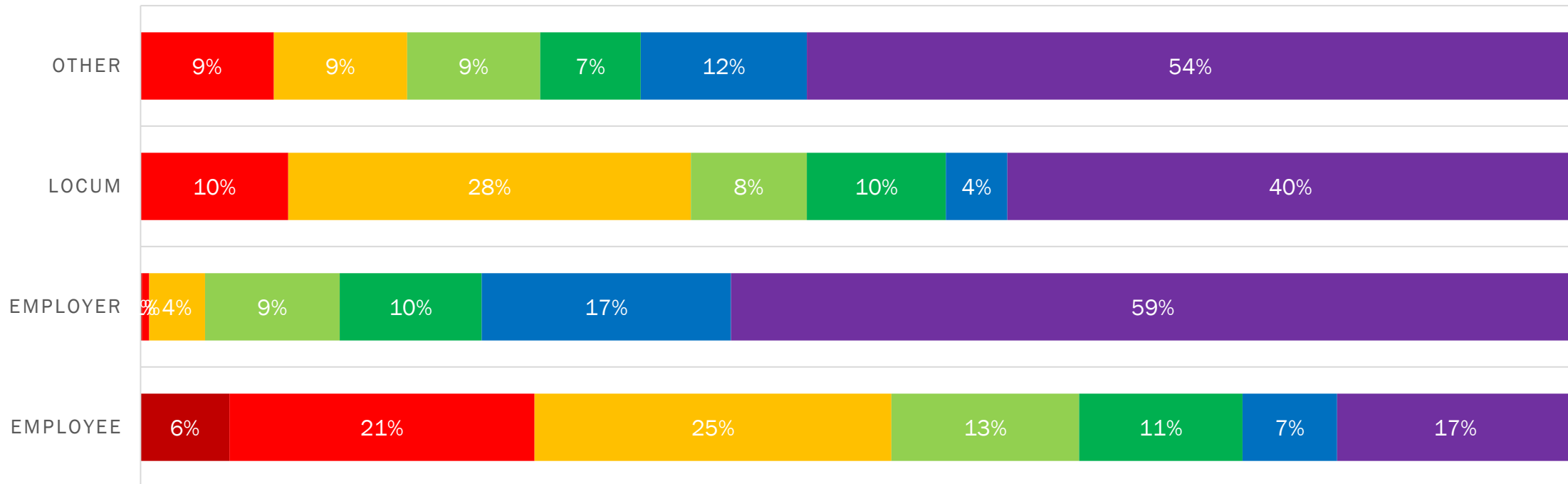
CAREER STAGE STRATIFIED BY EMPLOYMENT TYPE



	1 yr	2-4yr	5-9 yr	10-14yr	15-19yr	20-24yr	>25yr
Employee	99%	93%	83%	70%	66%	43%	33%
Employer	1%	1%	6%	24%	27%	53%	56%
Locum		5%	10%	5%	6%	3%	9%
Other		1%	1%	1%	1%	2%	3%



CAREER STAGE STRATIFIED BY EMPLOYMENT TYPE



	Employee	Employer	Locum	Other
■ 1 year	6%	0%		
■ 2-4yr	21%	1%	10%	9%
■ 5-9 yr	25%	4%	28%	9%
■ 10-14yr	13%	9%	8%	9%
■ 15-19yr	11%	10%	10%	7%
■ 20-24yr	7%	17%	4%	12%
■ >25yr	17%	59%	40%	54%



Raw data

Career stage and employment status

	Employee	Employer	Locum	Other	Total
1 year	107	1	0	0	108
2-4yr	366	4	19	4	393
5-9 yr	428	32	52	4	516
10-14yr	226	76	15	4	321
15-19yr	196	80	18	3	297
20-24yr	114	141	8	5	268
>25yr	284	478	73	23	858
Total	1722	812	185	43	2762



Employees working in a clinical setting



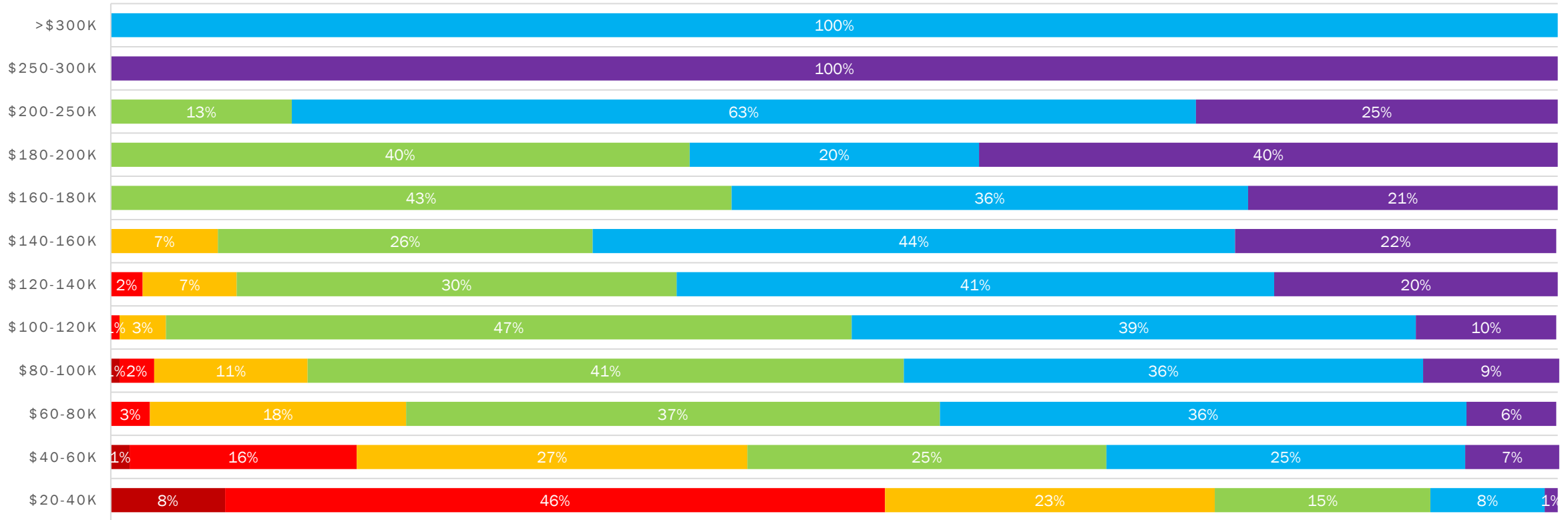
Hourly rate

		Hours/week (working 48 weeks per year)						
		1	10	20	30	40	50	60
Annual salary	\$20,000.00	\$416.67	\$41.67	\$20.83	\$13.89	\$10.42	\$8.33	\$6.94
	\$40,000.00	\$833.33	\$83.33	\$41.67	\$27.78	\$20.83	\$16.67	\$13.89
	\$60,000.00	\$1,250.00	\$125.00	\$62.50	\$41.67	\$31.25	\$25.00	\$20.83
	\$80,000.00	\$1,666.67	\$166.67	\$83.33	\$55.56	\$41.67	\$33.33	\$27.78
	\$100,000.00	\$2,083.33	\$208.33	\$104.17	\$69.44	\$52.08	\$41.67	\$34.72
	\$120,000.00	\$2,500.00	\$250.00	\$125.00	\$83.33	\$62.50	\$50.00	\$41.67
	\$140,000.00	\$2,916.67	\$291.67	\$145.83	\$97.22	\$72.92	\$58.33	\$48.61
	\$160,000.00	\$3,333.33	\$333.33	\$166.67	\$111.11	\$83.33	\$66.67	\$55.56
	\$180,000.00	\$3,750.00	\$375.00	\$187.50	\$125.00	\$93.75	\$75.00	\$62.50
	\$200,000.00	\$4,166.67	\$416.67	\$208.33	\$138.89	\$104.17	\$83.33	\$69.44
	\$250,000.00	\$5,208.33	\$520.83	\$260.42	\$173.61	\$130.21	\$104.17	\$86.81
	\$300,000.00	\$6,250.00	\$625.00	\$312.50	\$208.33	\$156.25	\$125.00	\$104.17

Below the [veterinary award](#) Level 2



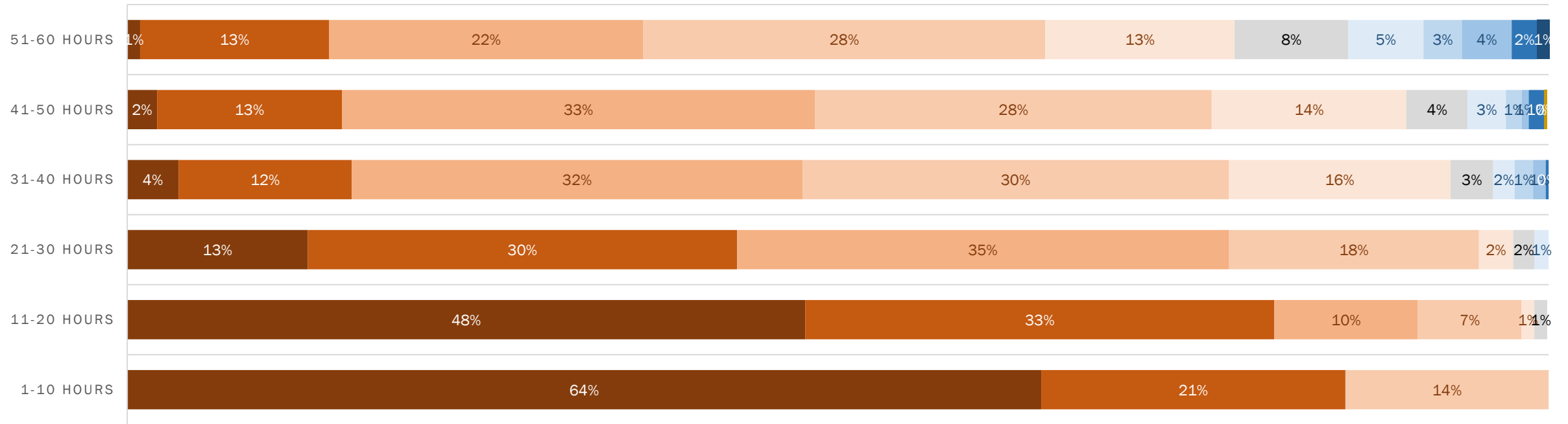
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (ALL CAREER STAGES)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k	\$250-300k	>\$300K
■ 1-10 hours	8%	1%		1%								
■ 11-20 hours	46%	16%	3%	2%	1%	2%						
■ 21-30 hours	23%	27%	18%	11%	3%	7%	7%					
■ 31-40 hours	15%	25%	37%	41%	47%	30%	26%	43%	40%	13%		
■ 41-50 hours	8%	25%	36%	36%	39%	41%	44%	36%	20%	63%		100%
■ 51-60 hours	1%	7%	6%	9%	10%	20%	22%	21%	40%	25%	100%	



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (ALL CAREER STAGES)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	64%	48%	13%	4%	2%	1%
■ \$40-60K	21%	33%	30%	12%	13%	13%
■ \$60-80K		10%	35%	32%	33%	22%
■ \$80-100k	14%	7%	18%	30%	28%	28%
■ \$100-120K		1%	2%	16%	14%	13%
■ \$120-140k		1%	2%	3%	4%	8%
■ \$140-160k			1%	2%	3%	5%
■ \$160-180k				1%	1%	3%
■ \$180-200k				1%	1%	4%
■ \$200-250k				0%	1%	2%
■ \$250-300k						1%
■ >\$300K					0%	



Raw data: salary/hours

All employees

Annual salary	Hours/week						Total
	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
\$20-40K	9	52	26	17	9	1	114
\$40-60K	3	36	62	57	57	15	230
\$60-80K	0	11	71	148	146	25	401
\$80-100k	2	8	36	140	122	32	340
\$100-120K	0	1	5	73	60	15	154
\$120-140k	0	1	3	14	19	9	46
\$140-160k	0	0	2	7	12	6	27
\$160-180k	0	0	0	6	5	3	14
\$180-200k	0	0	0	4	2	4	10
\$200-250k	0	0	0	1	5	2	8
\$250-300k	0	0	0	0	0	1	1
>\$300K	0	0	0	0	1	0	1
Total	14	109	205	467	438	113	1346



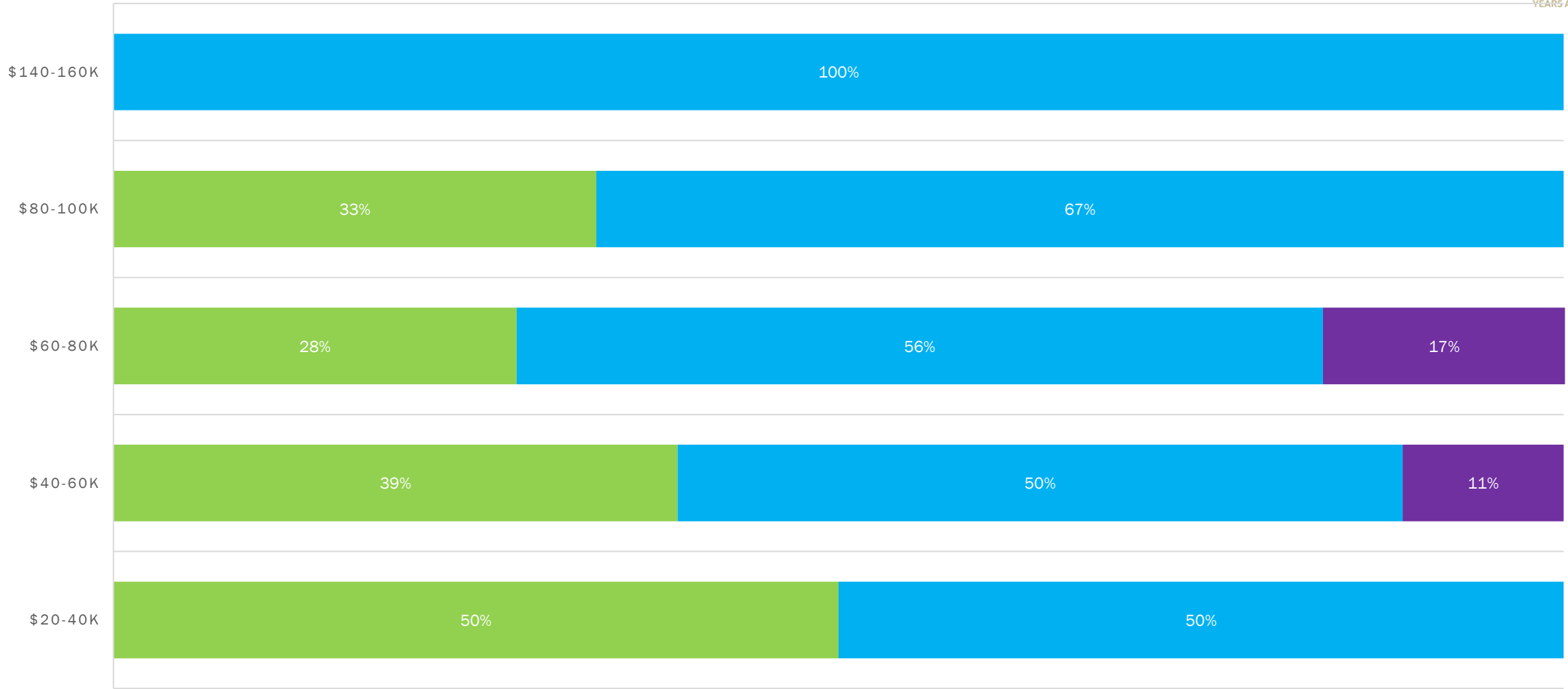
Employees

First year post graduation

Stratification by employee only as total sample size too small to stratify by type of clinical practice



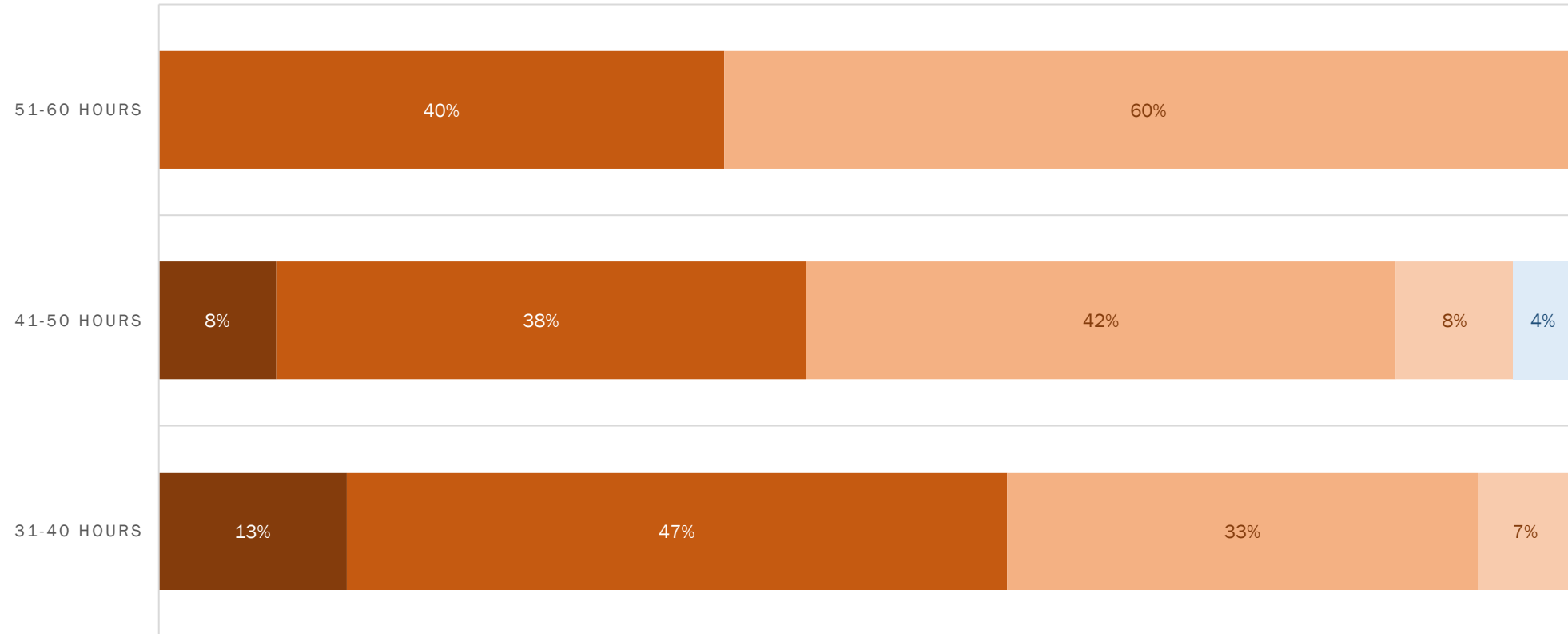
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (1 YEAR)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$140-160k
31-40 hours	50%	39%	28%	33%	
41-50 hours	50%	50%	56%	67%	100%
51-60 hours		11%	17%		



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (1 YEAR)



	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	13%	8%	
■ \$40-60K	47%	38%	40%
■ \$60-80K	33%	42%	60%
■ \$80-100k	7%	8%	
■ \$140-160k		4%	



Raw data: employee vets salary/hours

First year post graduation

		Hours/week			
		31-40 hours	41-50 hours	51-60 hours	Total
Annual salary	\$20-40K	2	2	0	4
	\$40-60K	7	9	2	18
	\$60-80K	5	10	3	18
	\$80-100k	1	2	0	3
	\$140-160k	0	1	0	1
	Total	15	24	5	44



Employees

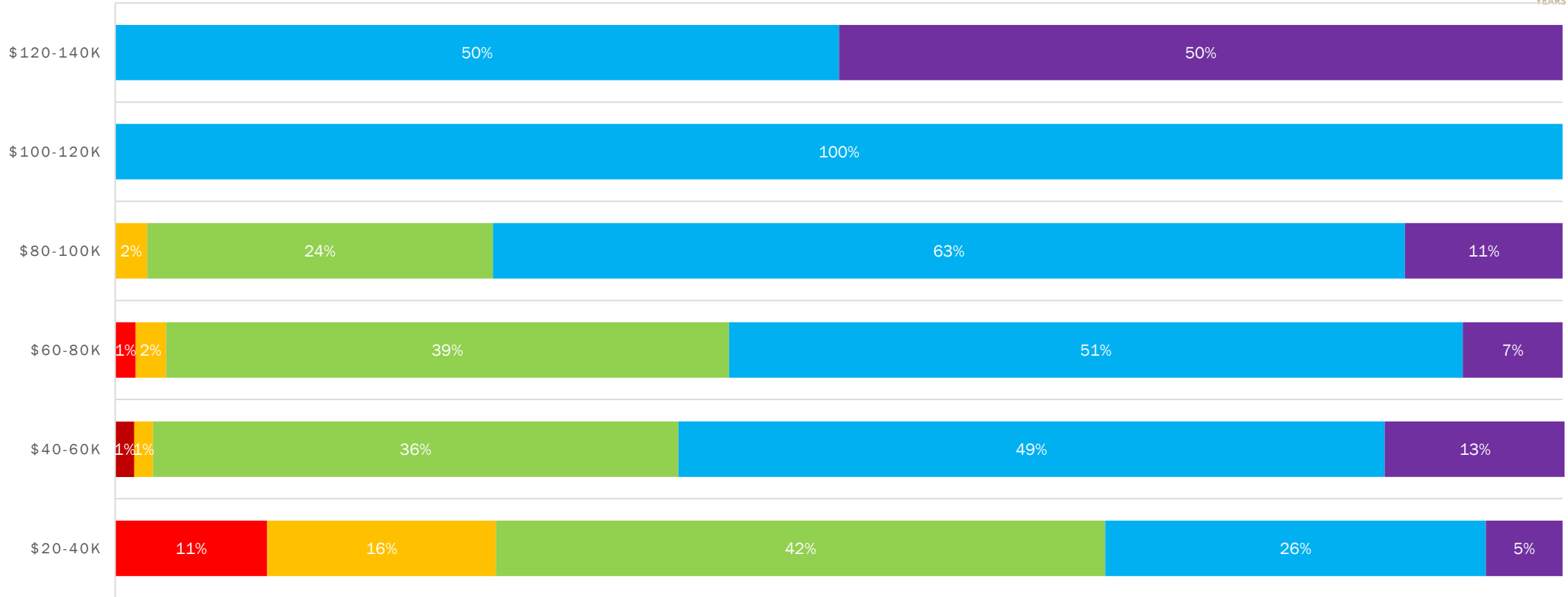
Two to four years post graduation

Data stratified by clinical type (small animal vets) as sufficient sample size (n=294).

Data not stratified by clinical type (mixed, equine, farm) due to insufficient sample size (n=23).



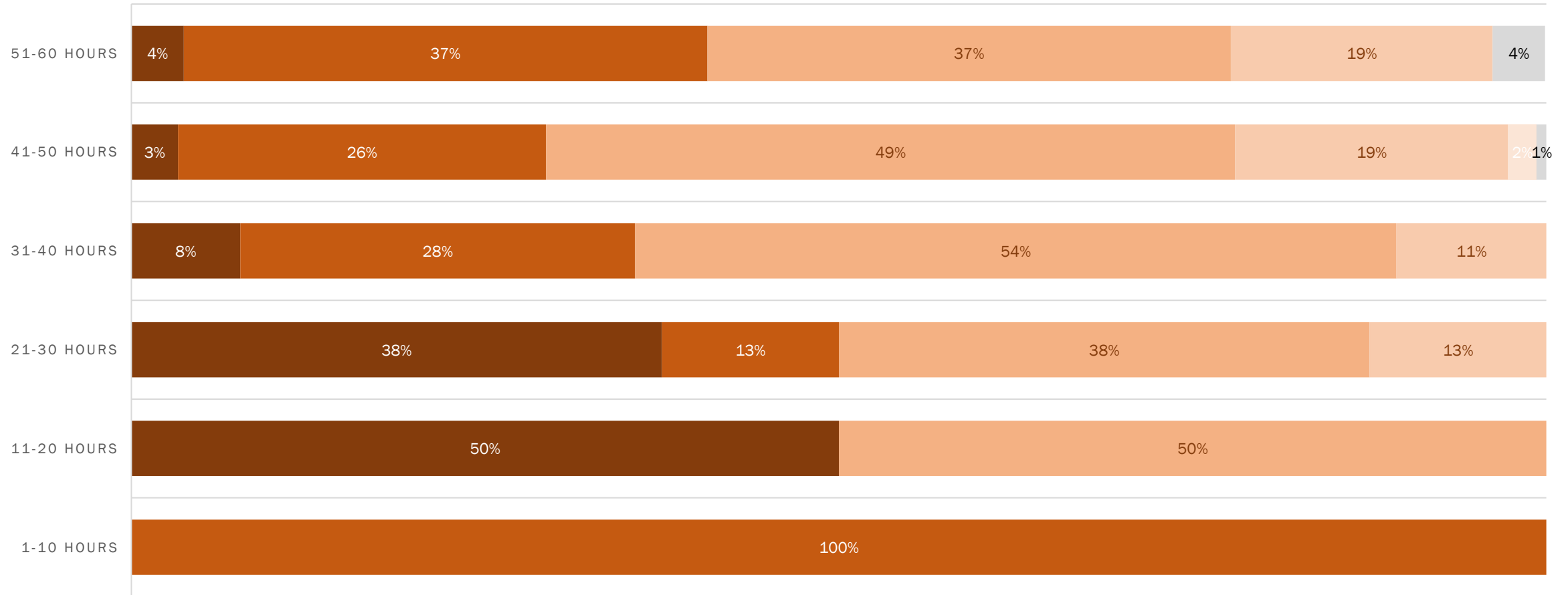
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (2-4 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k
■ 1-10 hours		1%				
■ 11-20 hours	11%		1%			
■ 21-30 hours	16%	1%	2%	2%		
■ 31-40 hours	42%	36%	39%	24%		
■ 41-50 hours	26%	49%	51%	63%	100%	50%
■ 51-60 hours	5%	13%	7%	11%		50%



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (2-4 YEAR)



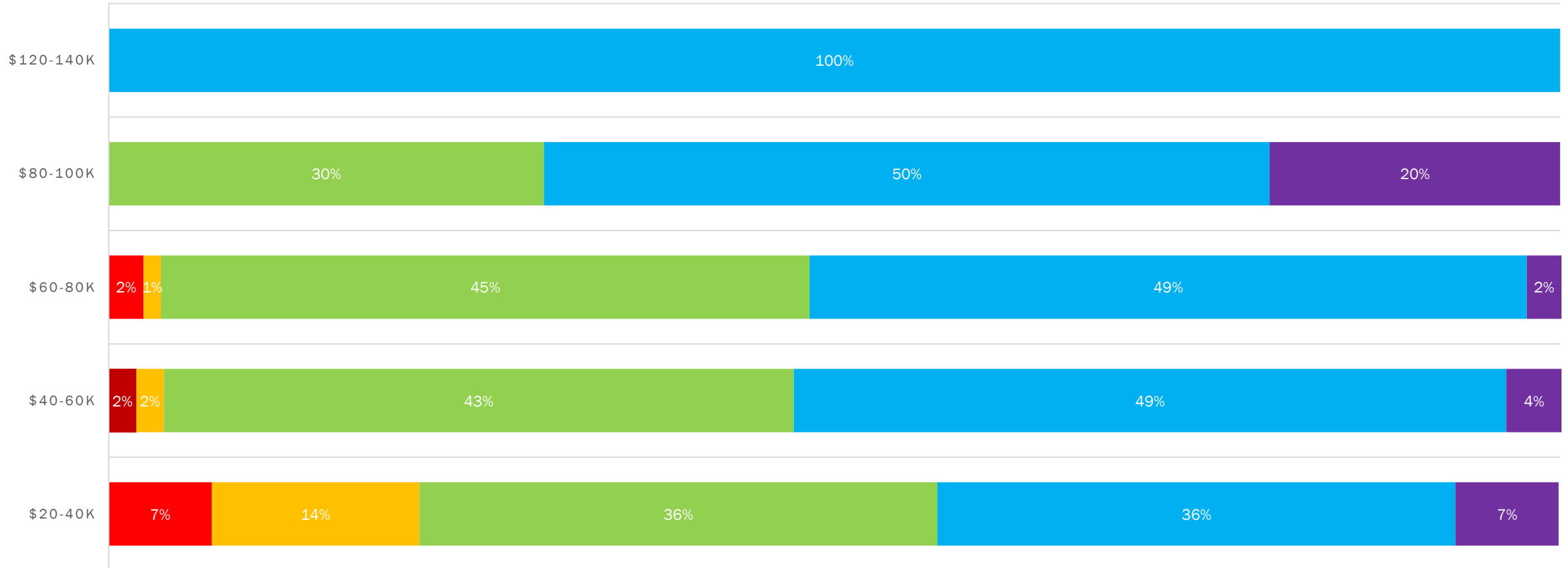
	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K		50%	38%	8%	3%	4%
■ \$40-60K	100%		13%	28%	26%	37%
■ \$60-80K		50%	38%	54%	49%	37%
■ \$80-100k			13%	11%	19%	19%
■ \$100-120K					2%	
■ \$120-140k					1%	4%

Raw data: Employee vets salary/hours

Two to four years post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	0	2	3	8	5	1	19
	\$40-60K	1	0	1	29	39	10	80
	\$60-80K	0	2	3	56	73	10	144
	\$80-100k	0	0	1	11	29	5	46
	\$100-120K	0	0	0	0	3	0	3
	\$120-140k	0	0	0	0	1	1	2
	Total	1	4	8	104	150	27	294

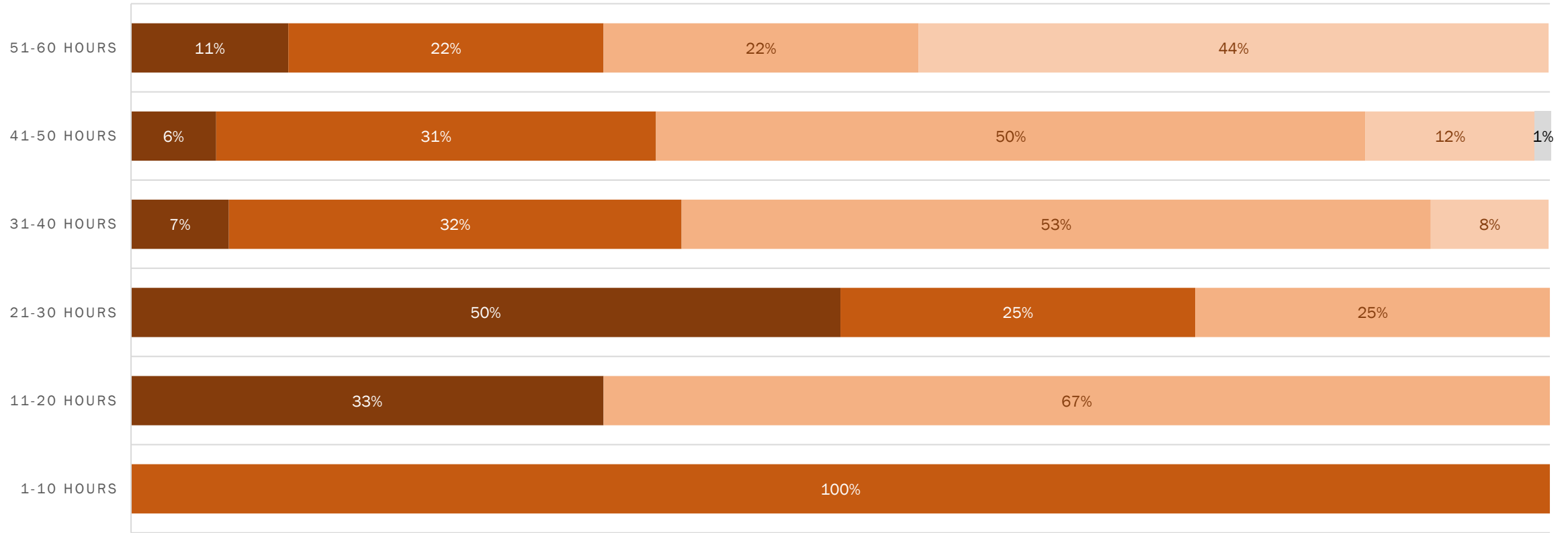
EMPLOYEE SMALL ANIMAL VETS SALARY STRATIFIED BY HOURS (2-4 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$120-140k
■ 1-10 hours		2%			
■ 11-20 hours	7%		2%		
■ 21-30 hours	14%	2%	1%		
■ 31-40 hours	36%	43%	45%	30%	
■ 41-50 hours	36%	49%	49%	50%	100%
■ 51-60 hours	7%	4%	2%	20%	



EMPLOYEE SMALL ANIMAL VETS HOURS STRATIFIED BY SALARY (2-4 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K		33%	50%	7%	6%	11%
■ \$40-60K	100%		25%	32%	31%	22%
■ \$60-80K		67%	25%	53%	50%	22%
■ \$80-100k				8%	12%	44%
■ \$120-140k					1%	



Raw data: Employee small animal vets salary/hours

Two to four years post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	0	1	2	5	5	1	14
	\$40-60K	1	0	1	23	26	2	53
	\$60-80K	0	2	1	38	42	2	85
	\$80-100k	0	0	0	6	10	4	20
	\$120-140k	0	0	0	0	1	0	1
	Total	1	3	4	72	84	9	173



Employees

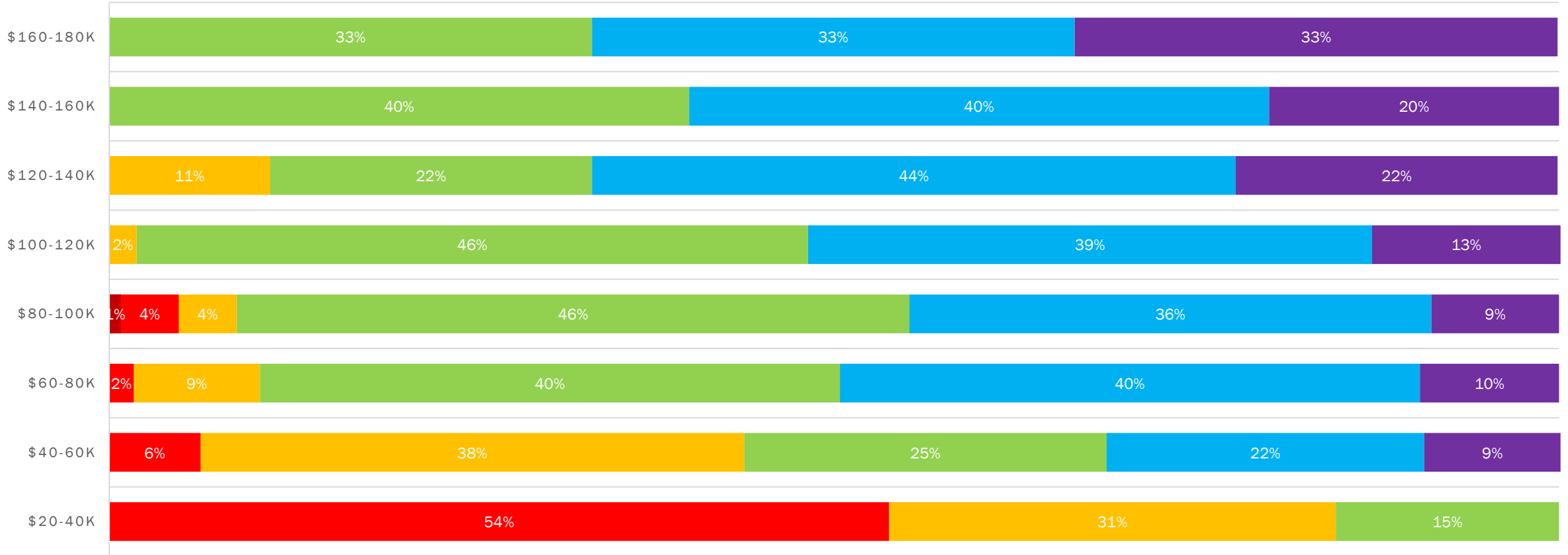
Five to nine years post graduation

Data stratified by clinical type (small animal vets) as sufficient sample size (n=218).

Data stratified by clinical type (mixed, equine, farm) due to insufficient sample size (n=53).



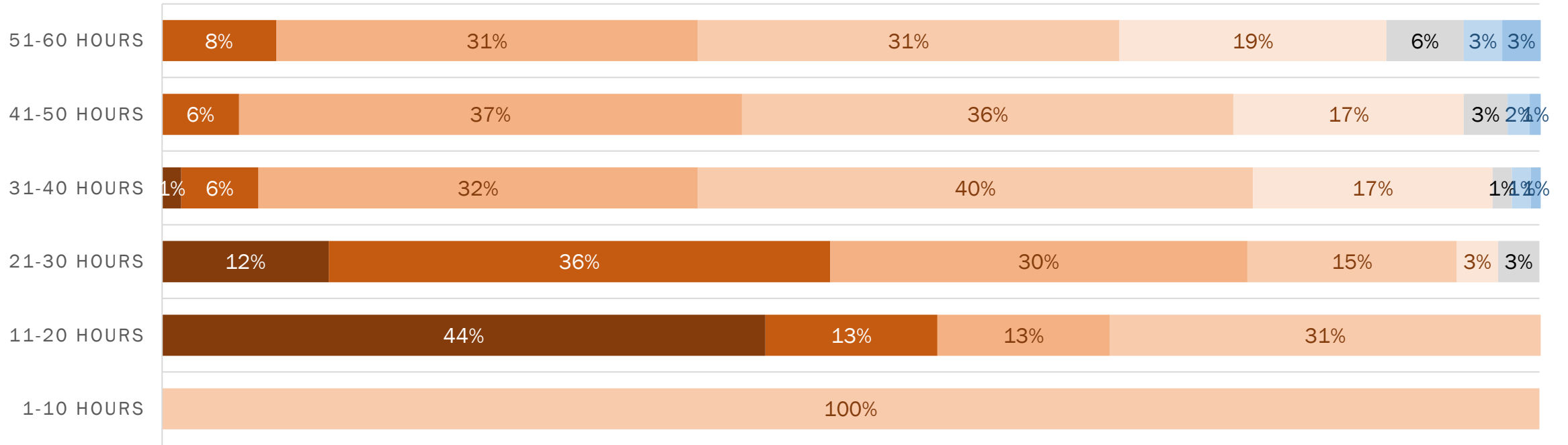
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (5-9 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k
■ 1-10 hours				1%				
■ 11-20 hours	54%	6%	2%	4%				
■ 21-30 hours	31%	38%	9%	4%	2%	11%		
■ 31-40 hours	15%	25%	40%	46%	46%	22%	40%	33%
■ 41-50 hours		22%	40%	36%	39%	44%	40%	33%
■ 51-60 hours		9%	10%	9%	13%	22%	20%	33%



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (5-9 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K		44%	12%	1%		
■ \$40-60K		13%	36%	6%	6%	8%
■ \$60-80K		13%	30%	32%	37%	31%
■ \$80-100k	100%	31%	15%	40%	36%	31%
■ \$100-120K			3%	17%	17%	19%
■ \$120-140k			3%	1%	3%	6%
■ \$140-160k				1%	2%	3%
■ \$160-180k				1%	1%	3%



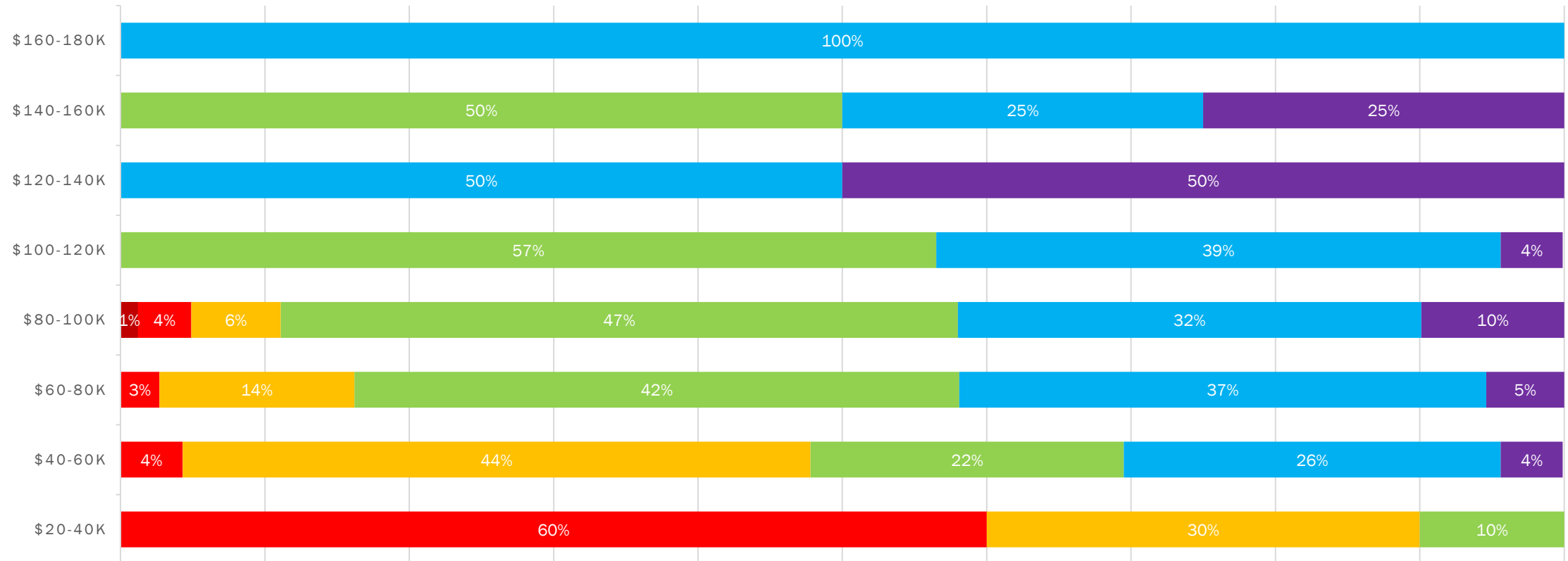
Raw data: Employee vets salary/hours

Five to nine years post graduation

		Hours/week						
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	0	7	4	2	0	0	13
	\$40-60K	0	2	12	8	7	3	32
	\$60-80K	0	2	10	46	46	11	115
	\$80-100k	1	5	5	58	45	11	125
	\$100-120K	0	0	1	25	21	7	54
	\$120-140k	0	0	1	2	4	2	9
	\$140-160k	0	0	0	2	2	1	5
	\$160-180k	0	0	0	1	1	1	3
			1	16	33	144	126	36



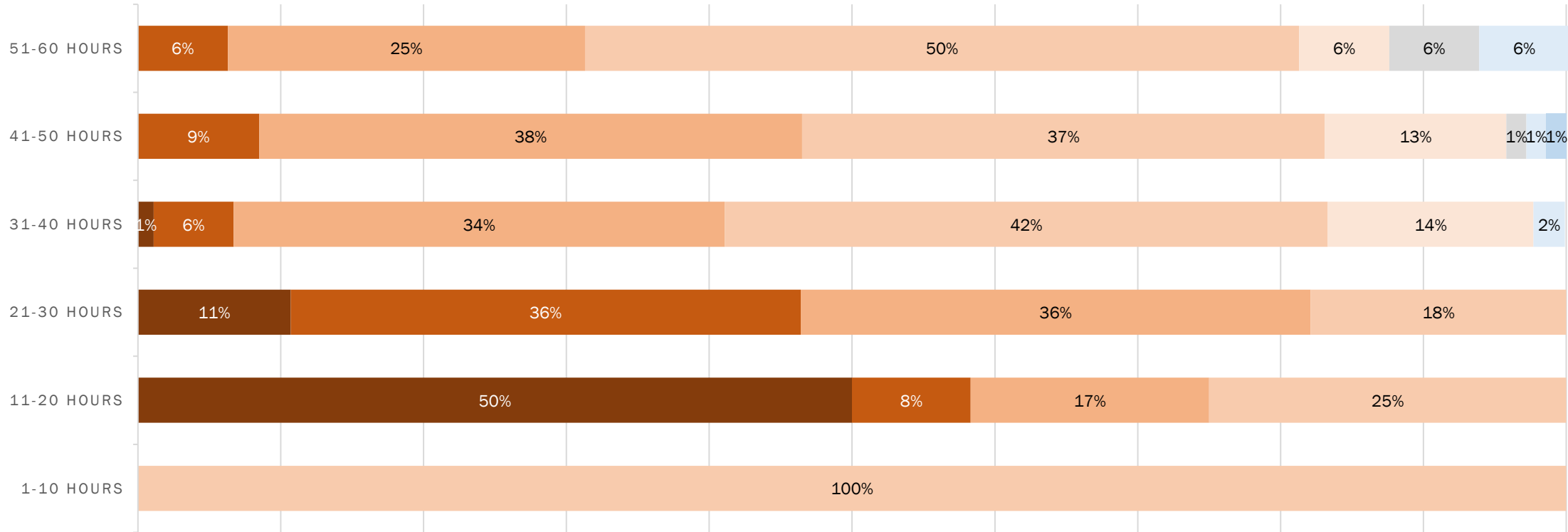
EMPLOYEE SMALL ANIMAL VETS SALARY STRATIFIED BY HOURS (5-9 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k
■ 1-10 hours				1%				
■ 11-20 hours	60%	4%	3%	4%				
■ 21-30 hours	30%	44%	14%	6%				
■ 31-40 hours	10%	22%	42%	47%	57%		50%	
■ 41-50 hours		26%	37%	32%	39%	50%	25%	100%
■ 51-60 hours		4%	5%	10%	4%	50%	25%	



EMPLOYEE SMALL ANIMAL VETS HOURS STRATIFIED BY SALARY (5-9 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K		50%	11%	1%		
■ \$40-60K		8%	36%	6%	9%	6%
■ \$60-80K		17%	36%	34%	38%	25%
■ \$80-100k	100%	25%	18%	42%	37%	50%
■ \$100-120K				14%	13%	6%
■ \$120-140k					1%	6%
■ \$140-160k				2%	1%	6%
■ \$160-180k					1%	



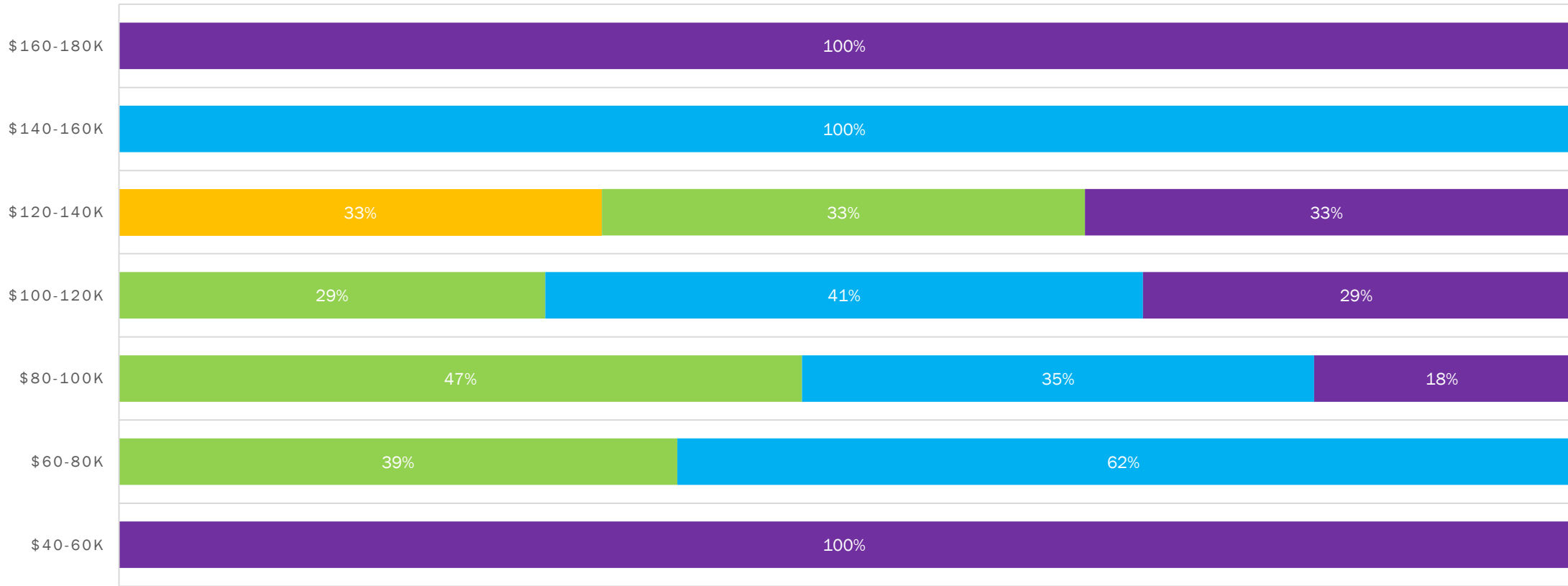
Raw data: Employee small animal vets salary/hours

Five to nine years post graduation

		Hours/week						
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	0	6	3	1	0	0	10
	\$40-60K	0	1	10	5	6	1	23
	\$60-80K	0	2	10	31	27	4	74
	\$80-100k	1	3	5	38	26	8	81
	\$100-120K	0	0	0	13	9	1	23
	\$120-140k	0	0	0	0	1	1	2
	\$140-160k	0	0	0	2	1	1	4
	\$160-180k	0	0	0	0	1	0	1
			1	12	28	90	71	16



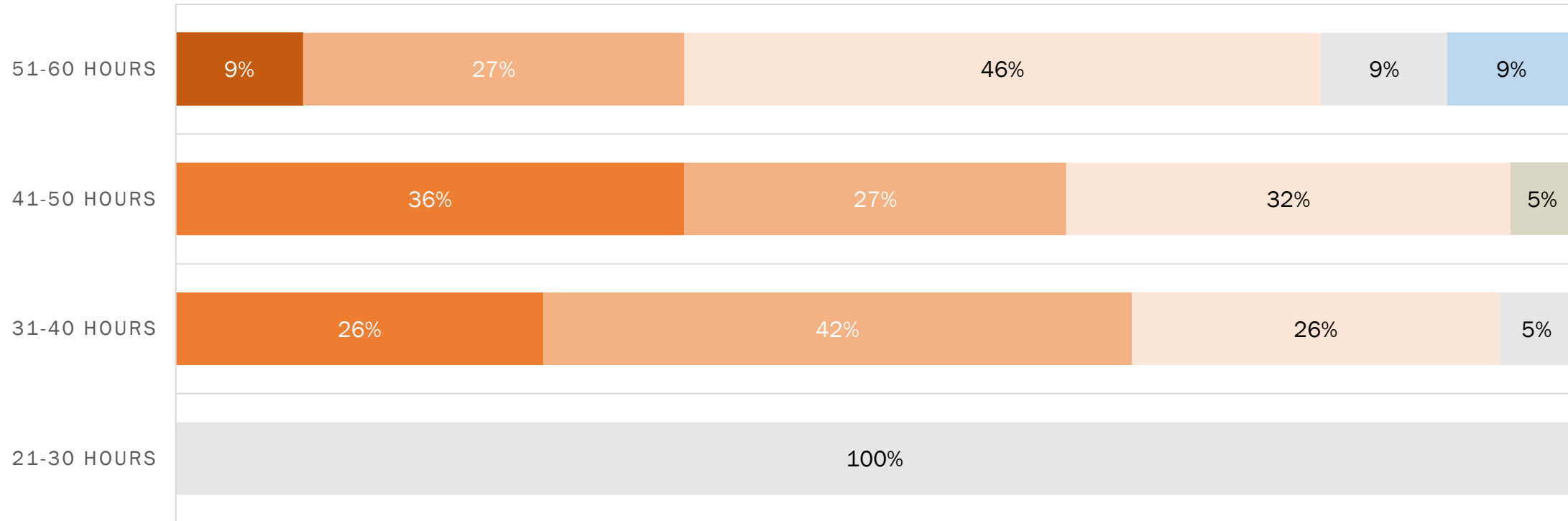
EMPLOYEE MIXED, EQUINE, FARM VETS SALARY STRATIFIED BY HOURS (5-9 YEARS OUT)



	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k
21-30 hours					33%		
31-40 hours		39%	47%	29%	33%		
41-50 hours		62%	35%	41%		100%	
51-60 hours	100%		18%	29%	33%		100%



EMPLOYEE MIXED, EQUINE, FARM VETS SALARY STRATIFIED BY HOURS (5-9 YEARS)



	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$40-60k				9%
■ \$60-80k		26%	36%	
■ \$80-100k		42%	27%	27%
■ \$100-120k		26%	32%	46%
■ \$120-140k	100%	5%		9%
■ \$140-160k			5%	
■ \$160-180k				9%



Raw data: Employee mixed, equine, farm vets salary/hours

Five to nine years post graduation

		Hours/week				Total
		21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$40-60K	0	0	0	1	1
	\$60-80K	0	5	8	0	13
	\$80-100k	0	8	6	3	17
	\$100-120K	0	5	7	5	17
	\$120-140k	1	1	0	1	3
	\$140-160k	0	0	1	0	1
	\$160-180k	0	0	0	1	1
	Total	1	19	22	11	53



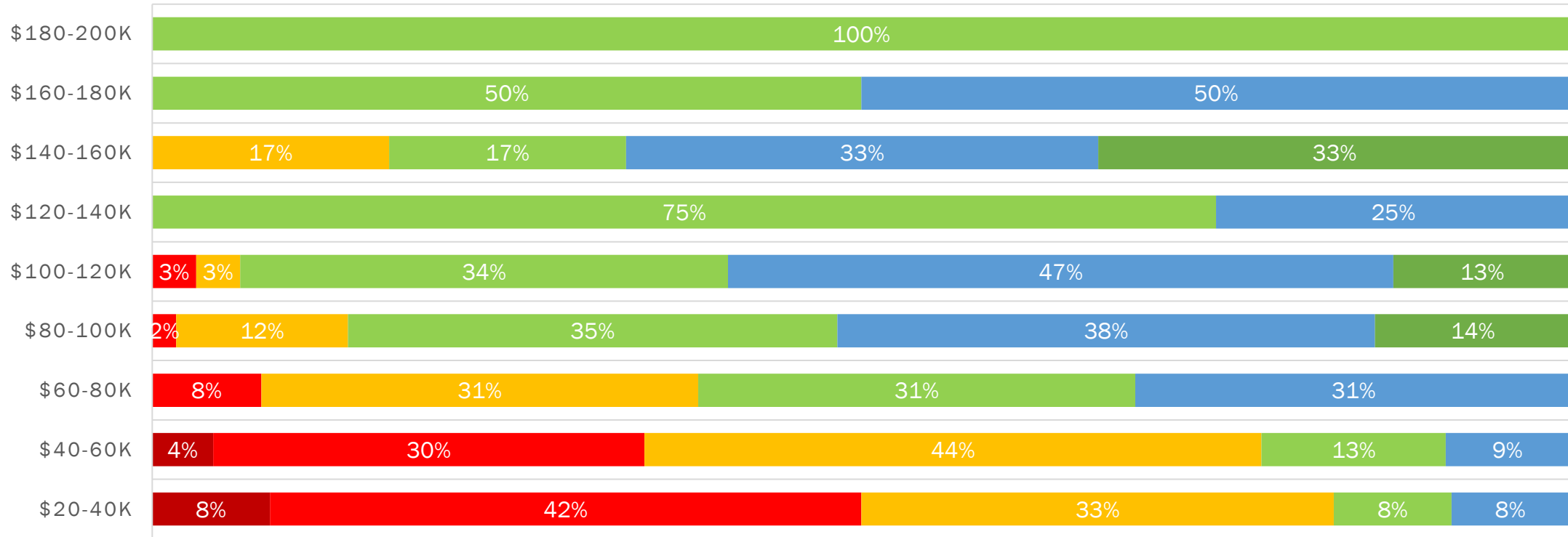
Employees Ten to fourteen years post graduation

Data stratified by clinical type (small animal vets) as sufficient sample size (n=247).

Data not stratified by clinical type (mixed, equine, farm) due to insufficient sample size (n=21).



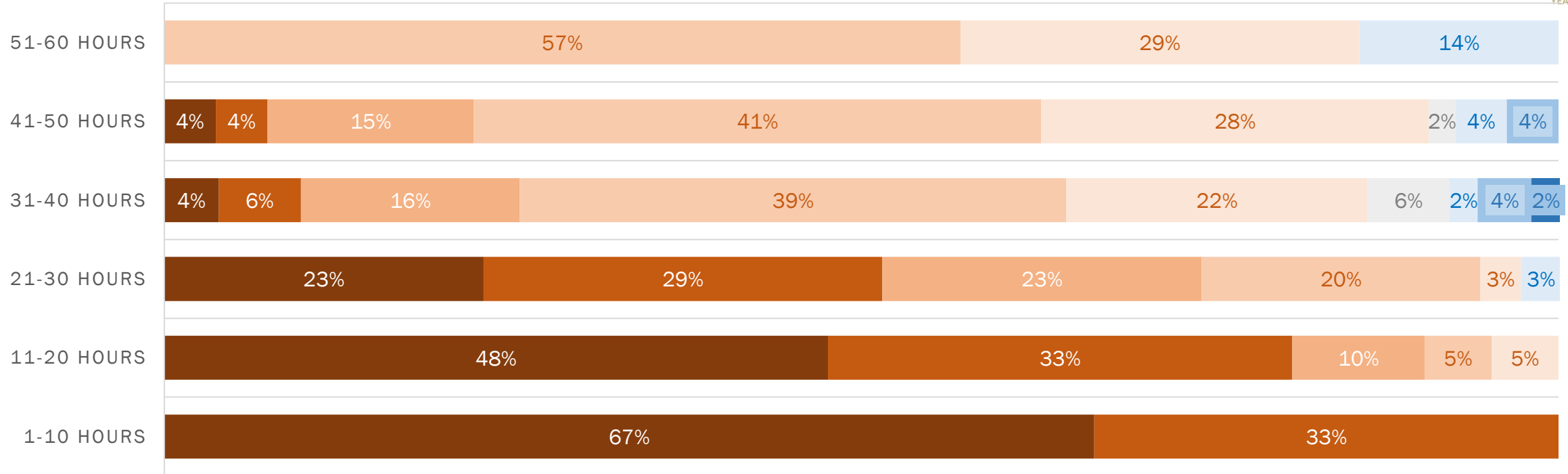
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (10-14 YEARS OUT)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k
■ 1-10hours	8%	4%							
■ 11-20 hours	42%	30%	8%	2%	3%				
■ 21-30 hours	33%	44%	31%	12%	3%		17%		
■ 31-40 hours	8%	13%	31%	35%	34%	75%	17%	50%	100%
■ 41-50 hours	8%	9%	31%	38%	47%	25%	33%	50%	
■ 51-60 hours				14%	13%		33%		



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (10-14 YEARS OUT)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	67%	48%	23%	4%	4%	
■ \$40-60K	33%	33%	29%	6%	4%	
■ \$60-80K		10%	23%	16%	15%	
■ \$80-100k		5%	20%	39%	41%	57%
■ \$100-120K		5%	3%	22%	28%	29%
■ \$120-140k				6%	2%	
■ \$140-160k			3%	2%	4%	14%
■ \$160-180k				4%	4%	
■ \$180-200k				2%		

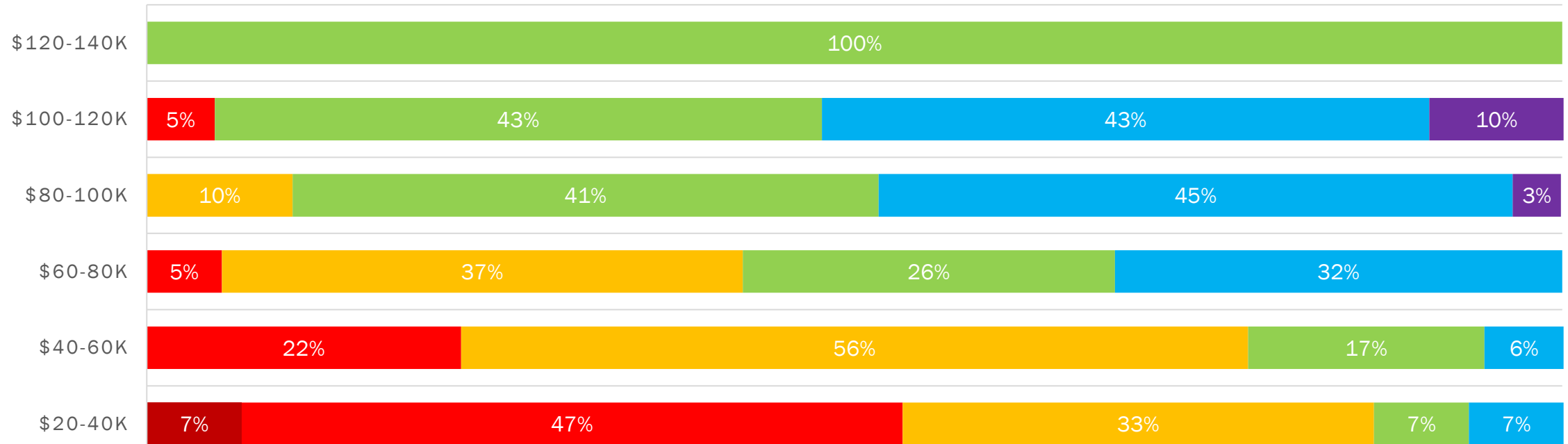


Raw data: Employee vets salary/hours Ten to fourteen years post graduation

		Hours/Week						Total
		1-Oct	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	2	10	8	2	2	0	24
	\$40-60K	1	7	10	3	2	0	23
	\$60-80K	0	2	8	8	8	0	26
	\$80-100k	0	1	7	20	22	8	58
	\$100-120K	0	1	1	11	15	4	32
	\$120-140k	0	0	0	3	1	0	4
	\$140-160k	0	0	1	1	2	2	6
	\$160-180k	0	0	0	2	2	0	4
	\$180-200k	0	0	0	1	0	0	1
	Total	3	21	35	51	54	14	178



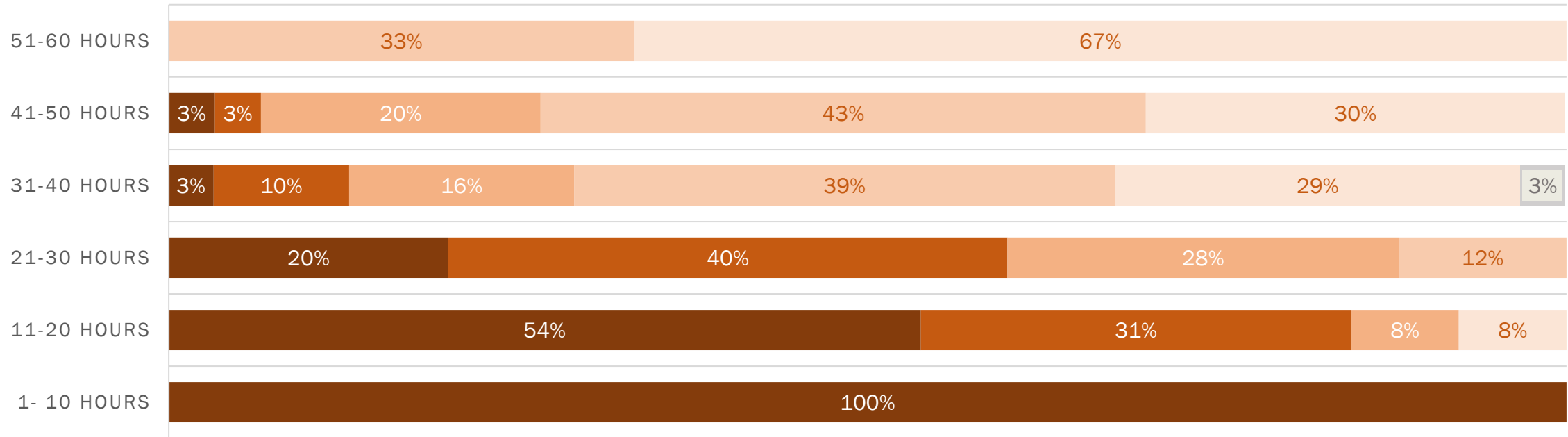
EMPLOYEE SMALL ANIMAL VETS SALARY STRATIFIED BY HOURS (10-14 YEARS OUT)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k
■ 1- 10 hours	7%					
■ 11-20 hours	47%	22%	5%		5%	
■ 21-30 hours	33%	56%	37%	10%		
■ 31-40 hours	7%	17%	26%	41%	43%	100%
■ 41-50 hours	7%	6%	32%	45%	43%	
■ 51-60 hours				3%	10%	



EMPLOYEE SMALL ANIMAL VETS HOURS STRATIFIED BY SALARY (10-14 YEARS OUT)



	1- 10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	100%	54%	20%	3%	3%	
■ \$40-60K		31%	40%	10%	3%	
■ \$60-80K		8%	28%	16%	20%	
■ \$80-100k			12%	39%	43%	33%
■ \$100-120K		8%		29%	30%	67%
■ \$120-140k				3%		



Raw data: Employee small animal vets salary/hours Ten to fourteen years post graduation

		Hours/week						Total
		1- 10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	1	7	5	1	1	0	15
	\$40-60K	0	4	10	3	1	0	18
	\$60-80K	0	1	7	5	6	0	19
	\$80-100k	0	0	3	12	13	1	29
	\$100-120K	0	1	0	9	9	2	21
	\$120-140k	0	0	0	1	0	0	1
	Total	1	13	25	31	30	3	103



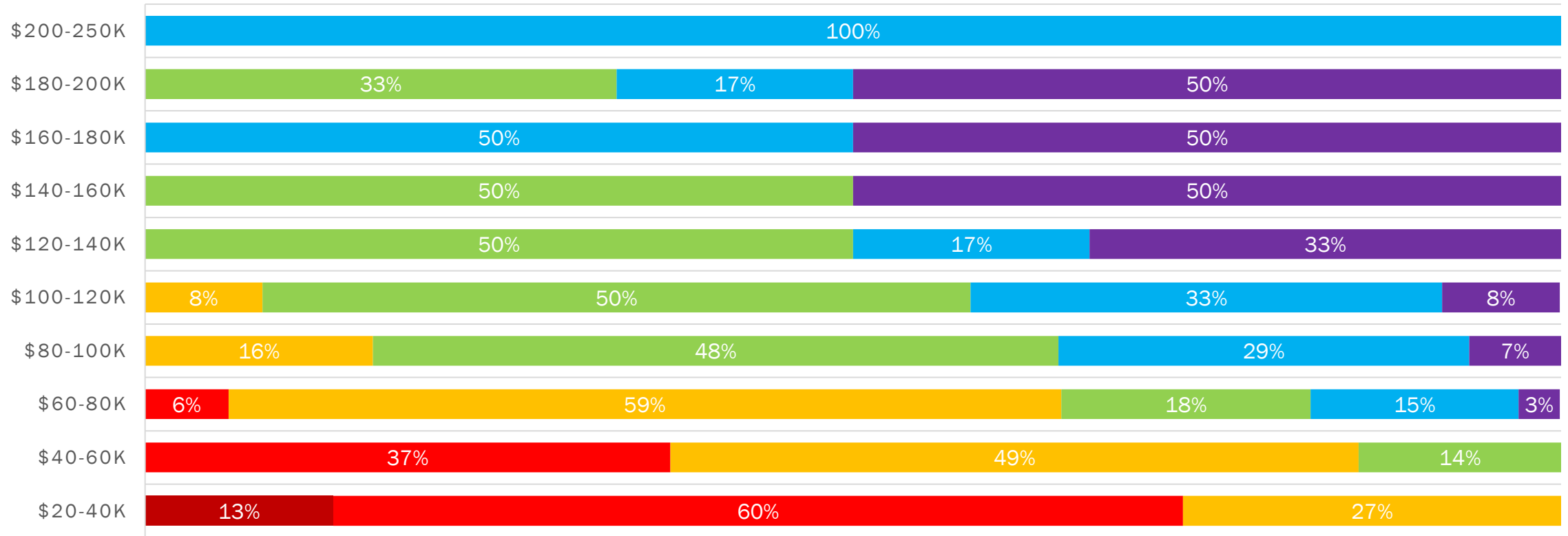
Employees Fifteen to nineteen years post graduation

Data stratified by clinical type (small animal vets) as sufficient sample size (n=111).

Data not stratified by clinical type (mixed, equine, farm) due to insufficient sample size (n=17).



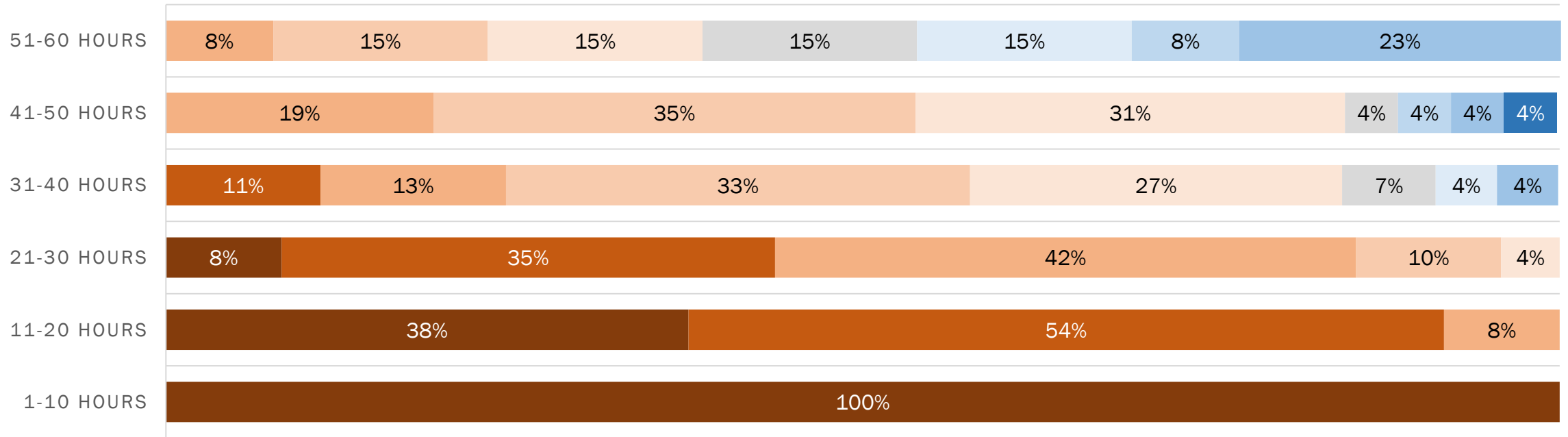
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (15-19 YEARS OUT)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k
■ 1-10 hours	13%									
■ 11-20 hours	60%	37%	6%							
■ 21-30 hours	27%	49%	59%	16%	8%					
■ 31-40 hours		14%	18%	48%	50%	50%	50%		33%	
■ 41-50 hours			15%	29%	33%	17%		50%	17%	100%
■ 51-60 hours			3%	7%	8%	33%	50%	50%	50%	



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (15-19 YEARS OUT)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	100%	38%	8%			
■ \$40-60K		54%	35%	11%		
■ \$60-80K		8%	42%	13%	19%	8%
■ \$80-100k			10%	33%	35%	15%
■ \$100-120K			4%	27%	31%	15%
■ \$120-140k				7%	4%	15%
■ \$140-160k				4%		15%
■ \$160-180k					4%	8%
■ \$180-200k				4%	4%	23%
■ \$200-250k					4%	

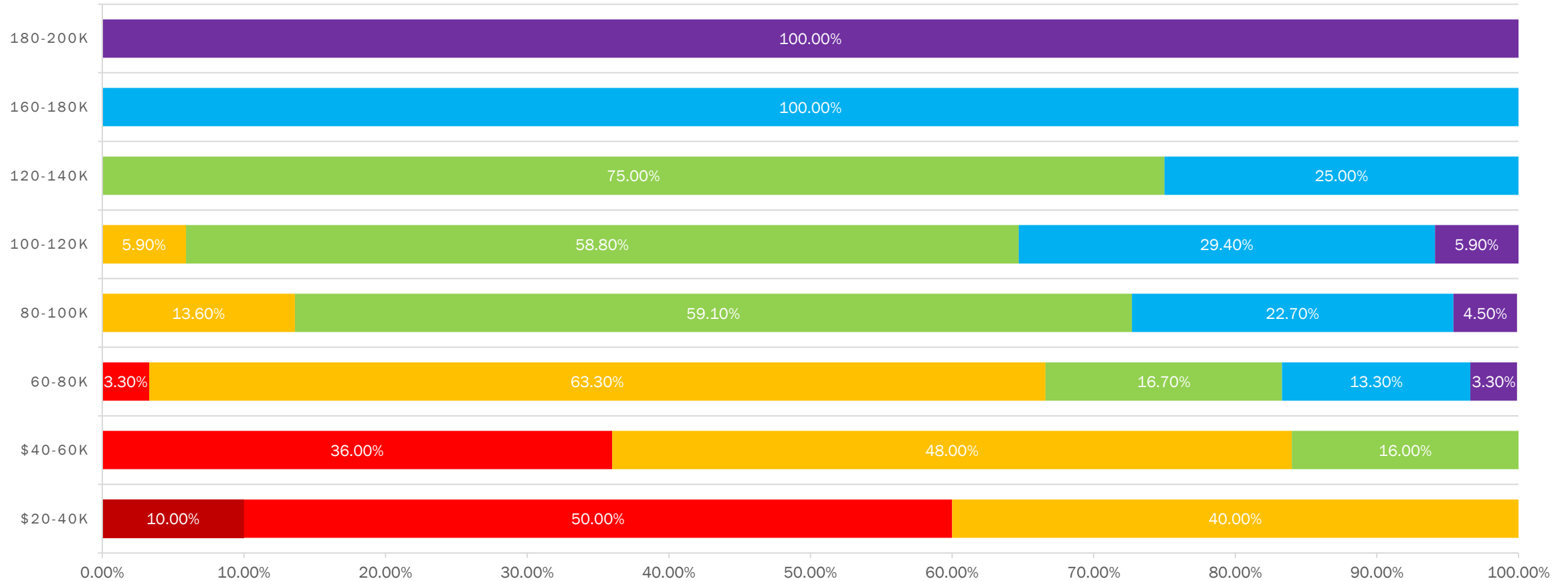
Raw data: Employee vets salary/hours

Fifteen to nineteen years post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	2	9	4	0	0	0	15
	\$40-60K	0	13	17	5	0	0	35
	\$60-80K	0	2	20	6	5	1	34
	\$80-100k	0	0	5	15	9	2	31
	\$100-120K	0	0	2	12	8	2	24
	\$120-140k	0	0	0	3	1	2	6
	\$140-160k	0	0	0	2	0	2	4
	\$160-180k	0	0	0	0	1	1	2
	\$180-200k	0	0	0	2	1	3	6
	\$200-250k	0	0	0	0	1	0	1
	Total	2	24	48	45	26	13	158



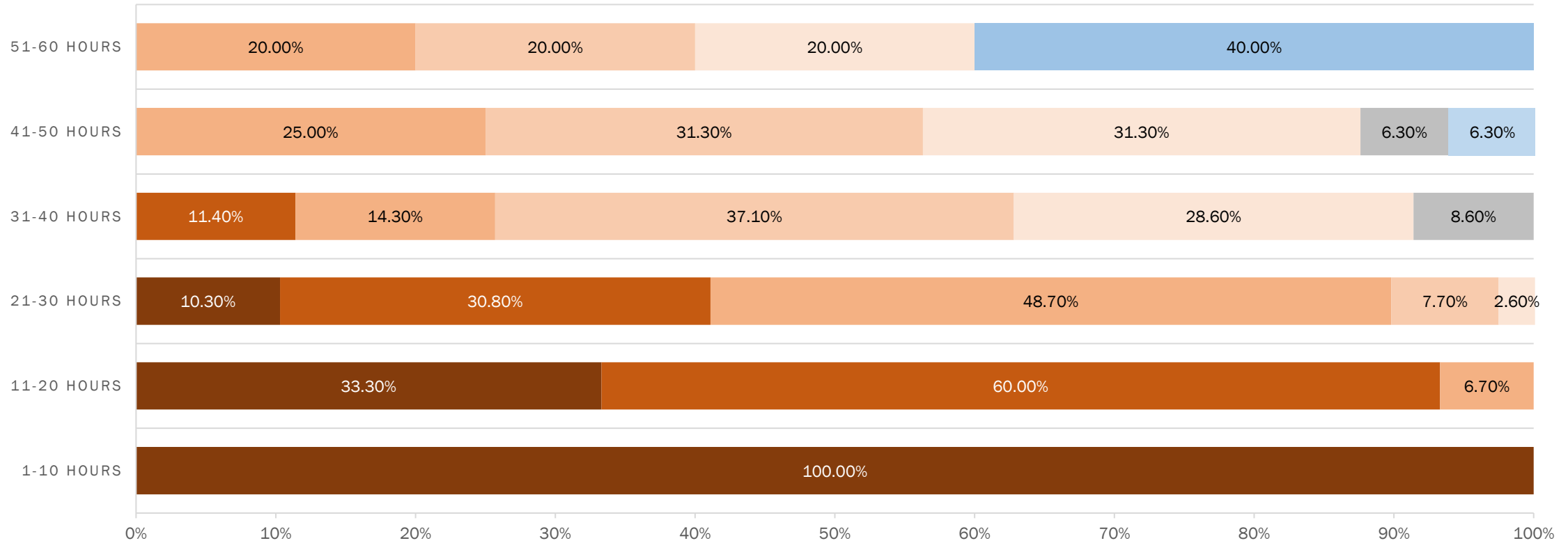
EMPLOYEE SMALL ANIMAL VETS HOURS STRATIFIED BY SALARY (15-19 YEARS)



	\$20-40K	\$40-60K	60-80K	80-100k	100-120K	120-140k	160-180k	180-200k
■ 1-10 hours	10.00%							
■ 11-20 hours	50.00%	36.00%	3.30%					
■ 21-30 hours	40.00%	48.00%	63.30%	13.60%	5.90%			
■ 31-40 hours		16.00%	16.70%	59.10%	58.80%	75.00%		
■ 41-50 hours			13.30%	22.70%	29.40%	25.00%	100.00%	
■ 51-60 hours			3.30%	4.50%	5.90%			100.00%



EMPLOYEE SMALL ANIMAL VETS SALARY STRATIFIED BY HOURS (15-19 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	100.00%	33.30%	10.30%			
■ \$40-60K		60.00%	30.80%	11.40%		
■ 60-80K		6.70%	48.70%	14.30%	25.00%	20.00%
■ 80-100k			7.70%	37.10%	31.30%	20.00%
■ 100-120K			2.60%	28.60%	31.30%	20.00%
■ 120-140k				8.60%	6.30%	
■ 160-180k					6.30%	
■ 180-200k						40.00%



Raw data: Employee small animal vets salary/hours Fifteen to nineteen post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	1	5	4	0	0	0	10
	\$40-60K	0	9	12	4	0	0	25
	\$60-80K	0	1	19	5	4	1	30
	80-100k	0	0	3	13	5	1	22
	\$100-120K	0	0	1	10	5	1	17
	\$120-140k	0	0	0	3	1	0	4
	\$160-180k	0	0	0	0	1	0	1
	\$180-200k	0	0	0	0	0	2	2
	Total	1	15	39	35	16	5	111



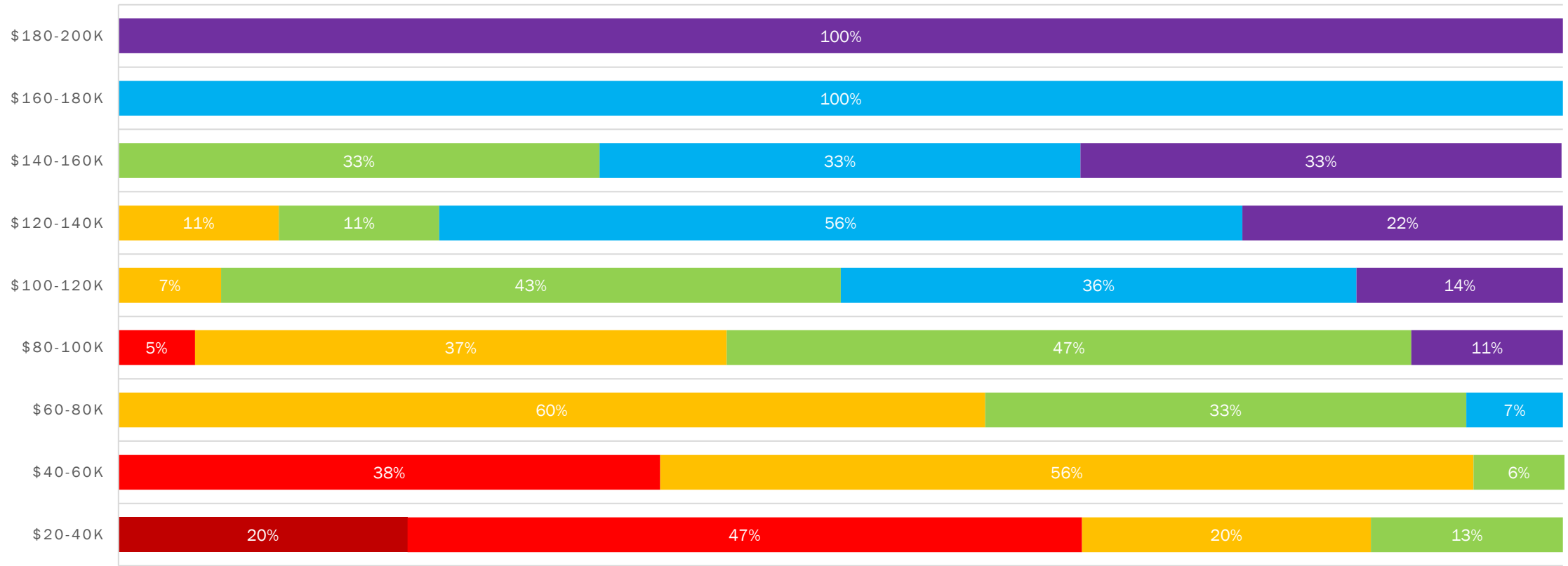
Employees Twenty to twenty four years post graduation

Data stratified by clinical type (small animal vets) as sufficient sample size (n=66).

Data not stratified by clinical type (mixed, equine, farm) due to insufficient sample size (n=7).



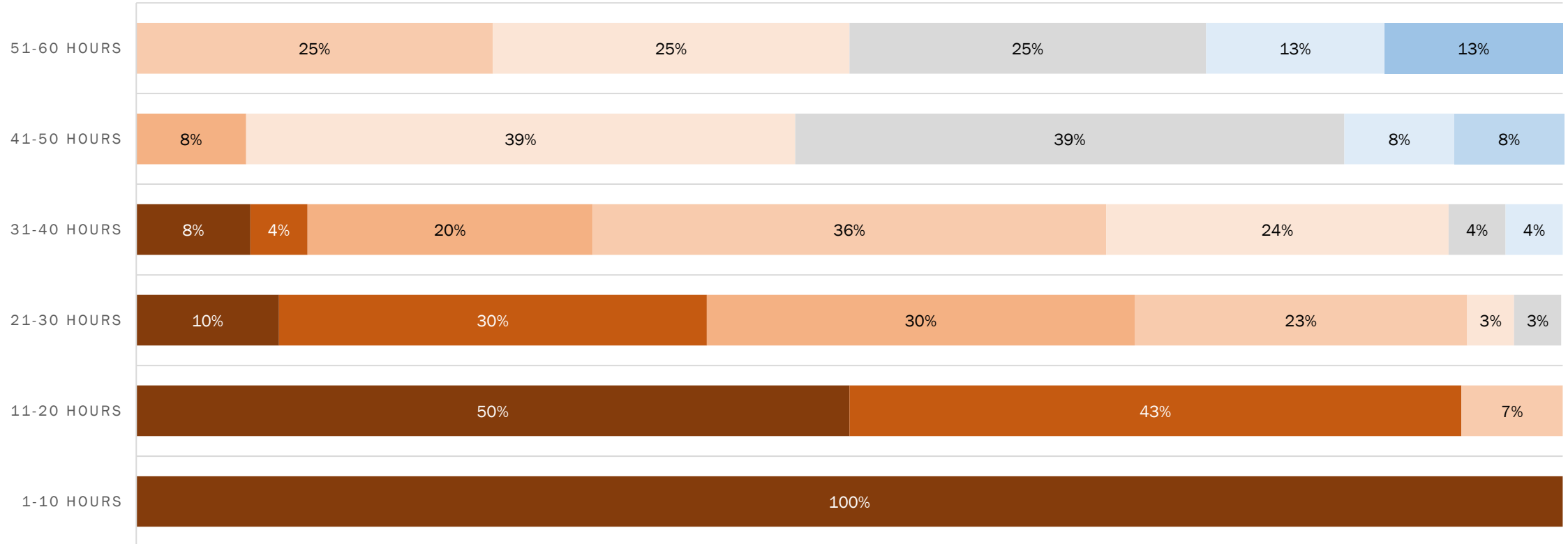
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (20-24 YEARS OUT)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k
■ 1-10 hours	20%								
■ 11-20 hours	47%	38%		5%					
■ 21-30 hours	20%	56%	60%	37%	7%	11%			
■ 31-40 hours	13%	6%	33%	47%	43%	11%	33%		
■ 41-50 hours			7%		36%	56%	33%	100%	
■ 51-60 hours				11%	14%	22%	33%		100%



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (20-24 YEARS OUT)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	100%	50%	10%	8%		
■ \$40-60K		43%	30%	4%		
■ \$60-80K			30%	20%	8%	
■ \$80-100k		7%	23%	36%		25%
■ \$100-120K			3%	24%	39%	25%
■ \$120-140k			3%	4%	39%	25%
■ \$140-160k				4%	8%	13%
■ \$160-180k					8%	
■ \$180-200k						13%



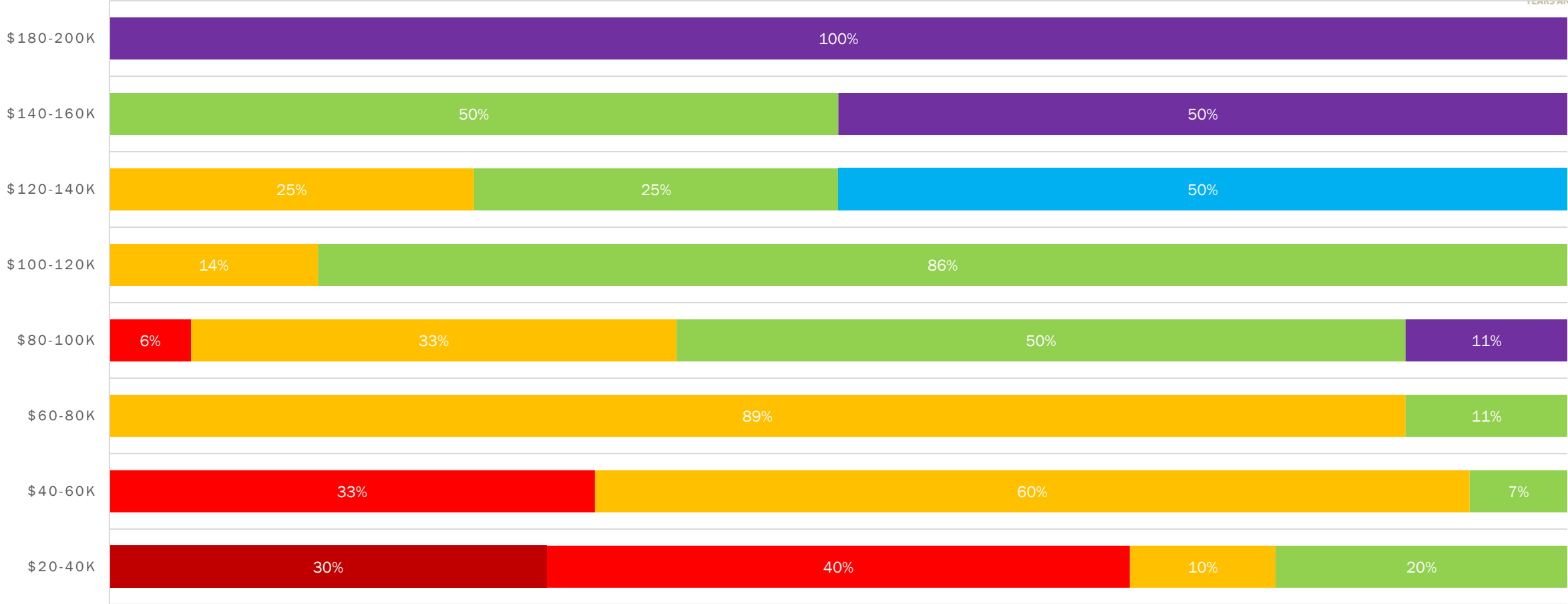
Raw data: Employee vets salary/hours

Twenty to twenty four years post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	3	7	3	2	0	0	15
	\$40-60K	0	6	9	1	0	0	16
	\$60-80K	0	0	9	5	1	0	15
	\$80-100k	0	1	7	9	0	2	19
	\$100-120K	0	0	1	6	5	2	14
	\$120-140k	0	0	1	1	5	2	9
	\$140-160k	0	0	0	1	1	1	3
	\$160-180k	0	0	0	0	1	0	1
	\$180-200k	0	0	0	0	0	1	1
	Total	3	14	30	25	13	8	93



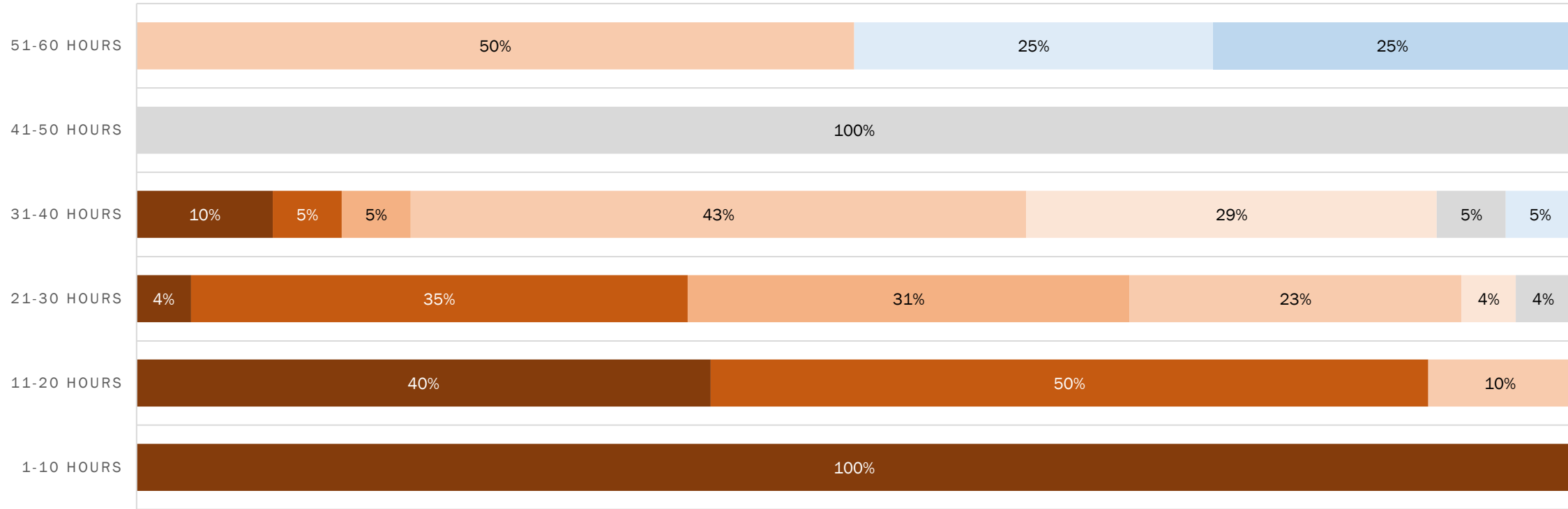
EMPLOYEE SMALL ANIMAL VETS SALARY STRATIFIED BY HOURS (20-24 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$180-200k
■ 1-10 hours	30%							
■ 11-20 hours	40%	33%		6%				
■ 21-30 hours	10%	60%	89%	33%	14%	25%		
■ 31-40 hours	20%	7%	11%	50%	86%	25%	50%	
■ 41-50 hours						50%		
■ 51-60 hours				11%			50%	100%



EMPLOYEE SMALL ANIMAL VETS HOURS STRATIFIED BY SALARY (20-24 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	100%	40%	4%	10%		
■ \$40-60K		50%	35%	5%		
■ \$60-80K			31%	5%		
■ \$80-100k		10%	23%	43%		50%
■ \$100-120K			4%	29%		
■ \$120-140k			4%	5%	100%	
■ \$140-160k				5%		25%
■ \$180-200k						25%



Raw data: Employee small animal vets salary/hours

Twenty to twenty four post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	3	4	1	2	0	0	10
	\$40-60K	0	5	9	1	0	0	15
	\$60-80K	0	0	8	1	0	0	9
	\$80-100k	0	1	6	9	0	2	18
	\$100-120K	0	0	1	6	0	0	7
	\$120-140k	0	0	1	1	2	0	4
	\$140-160k	0	0	0	1	0	1	2
	\$180-200k	0	0	0	0	0	1	1
	Total	3	10	26	21	2	4	66



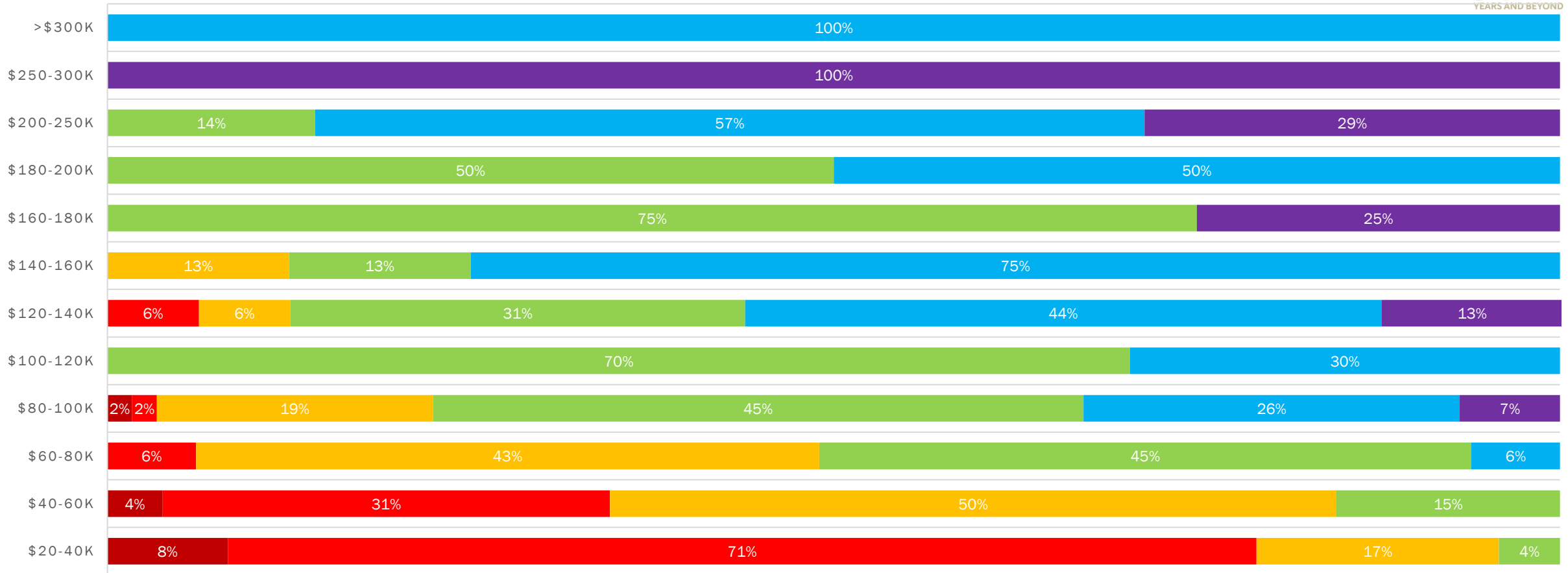
Employees Twenty five years + post graduation

Data stratified by clinical type (small animal vets) as sufficient sample size (n=159).

Data not stratified by clinical type (mixed, equine, farm) due to insufficient sample size (n=13).



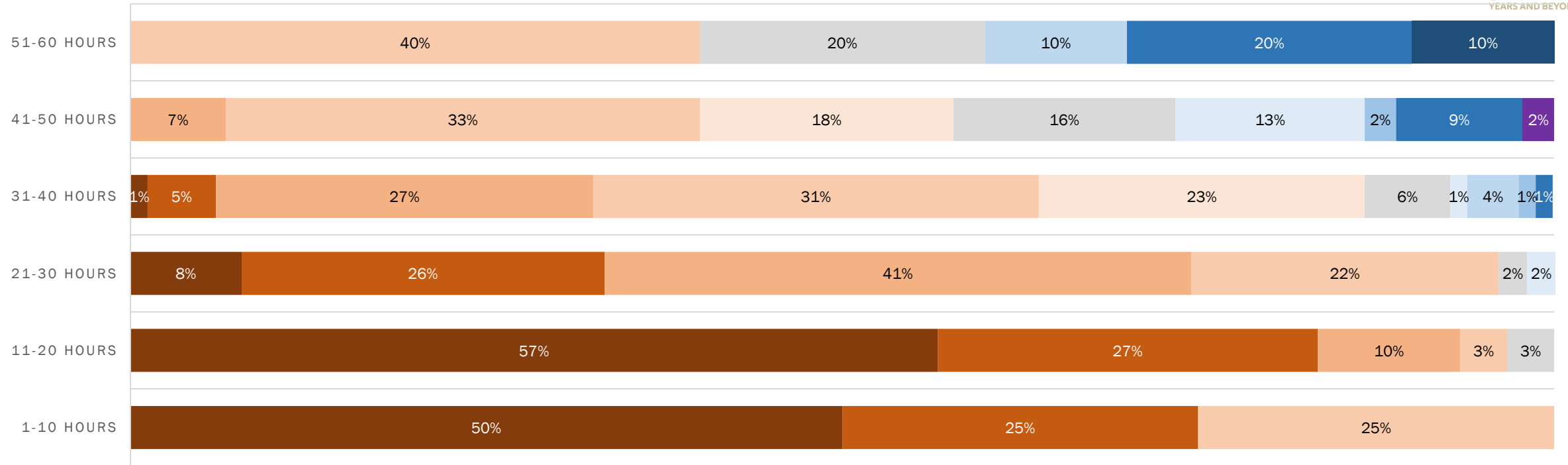
EMPLOYEE VETS SALARY STRATIFIED BY HOURS (> 25 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k	\$250-300k	>\$300K
■ 1-10 hours	8%	4%		2%								
■ 11-20 hours	71%	31%	6%	2%		6%						
■ 21-30 hours	17%	50%	43%	19%		6%	13%					
■ 31-40 hours	4%	15%	45%	45%	70%	31%	13%	75%	50%	14%		
■ 41-50 hours			6%	26%	30%	44%	75%		50%	57%		100%
■ 51-60 hours				7%		13%		25%		29%	100%	



EMPLOYEE VETS HOURS STRATIFIED BY SALARY (>25 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	50%	57%	8%	1%		
■ \$40-60K	25%	27%	26%	5%		
■ \$60-80K		10%	41%	27%	7%	
■ \$80-100k	25%	3%	22%	31%	33%	40%
■ \$100-120K				23%	18%	
■ \$120-140k		3%	2%	6%	16%	20%
■ \$140-160k			2%	1%	13%	
■ \$160-180k				4%		10%
■ \$180-200k				1%	2%	
■ \$200-250k				1%	9%	20%
■ \$250-300k						10%
■ >\$300K					2%	



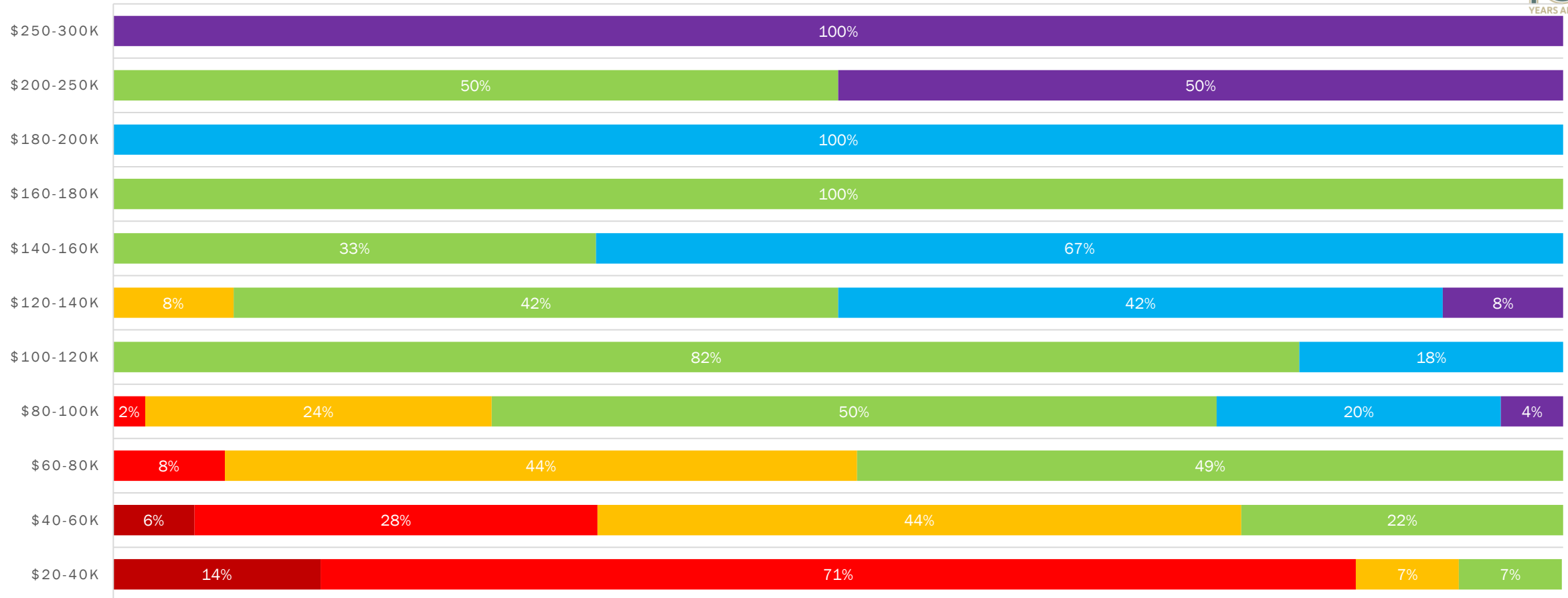
Raw data: Employee vets salary/hours

Twenty five years + post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	2	17	4	1	0	0	24
	\$40-60K	1	8	13	4	0	0	26
	\$60-80K	0	3	21	22	3	0	49
	\$80-100k	1	1	11	26	15	4	58
	\$100-120K	0	0	0	19	8	0	27
	\$120-140k	0	1	1	5	7	2	16
	\$140-160k	0	0	1	1	6	0	8
	\$160-180k	0	0	0	3	0	1	4
	\$180-200k	0	0	0	1	1	0	2
	\$200-250k	0	0	0	1	4	2	7
	\$250-300k	0	0	0	0	0	1	1
	>\$300K	0	0	0	0	1	0	1
	Total	4	30	51	83	45	10	223



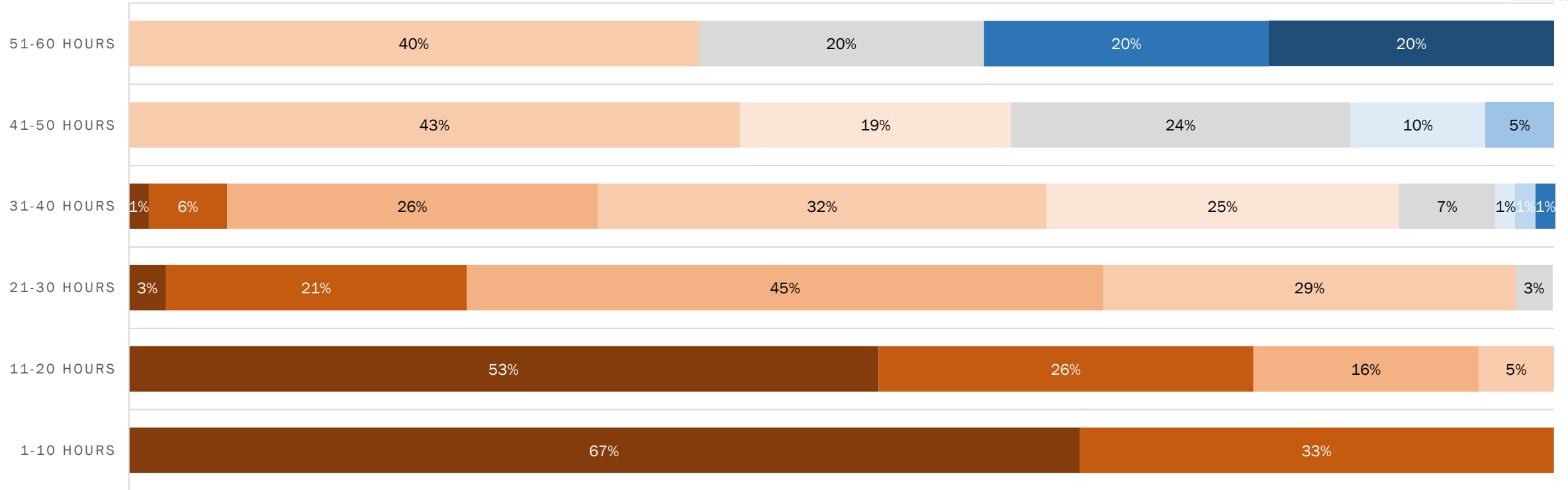
EMPLOYEE SMALL ANIMAL VETS SALARY STRATIFIED BY HOURS (>25 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k	\$250-300k
■ 1-10 hours	14%	6%									
■ 11-20 hours	71%	28%	8%	2%							
■ 21-30 hours	7%	44%	44%	24%		8%					
■ 31-40 hours	7%	22%	49%	50%	82%	42%	33%	100%		50%	
■ 41-50 hours				20%	18%	42%	67%		100%		
■ 51-60 hours				4%		8%				50%	100%



EMPLOYEE SMALL ANIMAL VETS HOURS STRATIFIED BY SALARY (>25 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	67%	53%	3%	1%		
■ \$40-60K	33%	26%	21%	6%		
■ \$60-80K		16%	45%	26%		
■ \$80-100k		5%	29%	32%	43%	40%
■ \$100-120K				25%	19%	
■ \$120-140k			3%	7%	24%	20%
■ \$140-160k				1%	10%	
■ \$160-180k				1%		
■ \$180-200k					5%	
■ \$200-250k				1%		20%
■ \$250-300k						20%

Raw data: Employee small animal vets salary/hours

Twenty five years + post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	2	10	1	1	0	0	14
	\$40-60K	1	5	8	4	0	0	18
	\$60-80K	0	3	17	19	0	0	39
	\$80-100k	0	1	11	23	9	2	46
	\$100-120K	0	0	0	18	4	0	22
	\$120-140k	0	0	1	5	5	1	12
	\$140-160k	0	0	0	1	2	0	3
	\$160-180k	0	0	0	1	0	0	1
	\$180-200k	0	0	0	0	1	0	1
	\$200-250k	0	0	0	1	0	1	2
	\$250-300k	0	0	0	0	0	1	1
	Total	3	19	38	73	21	5	159



Employers working in a clinical setting



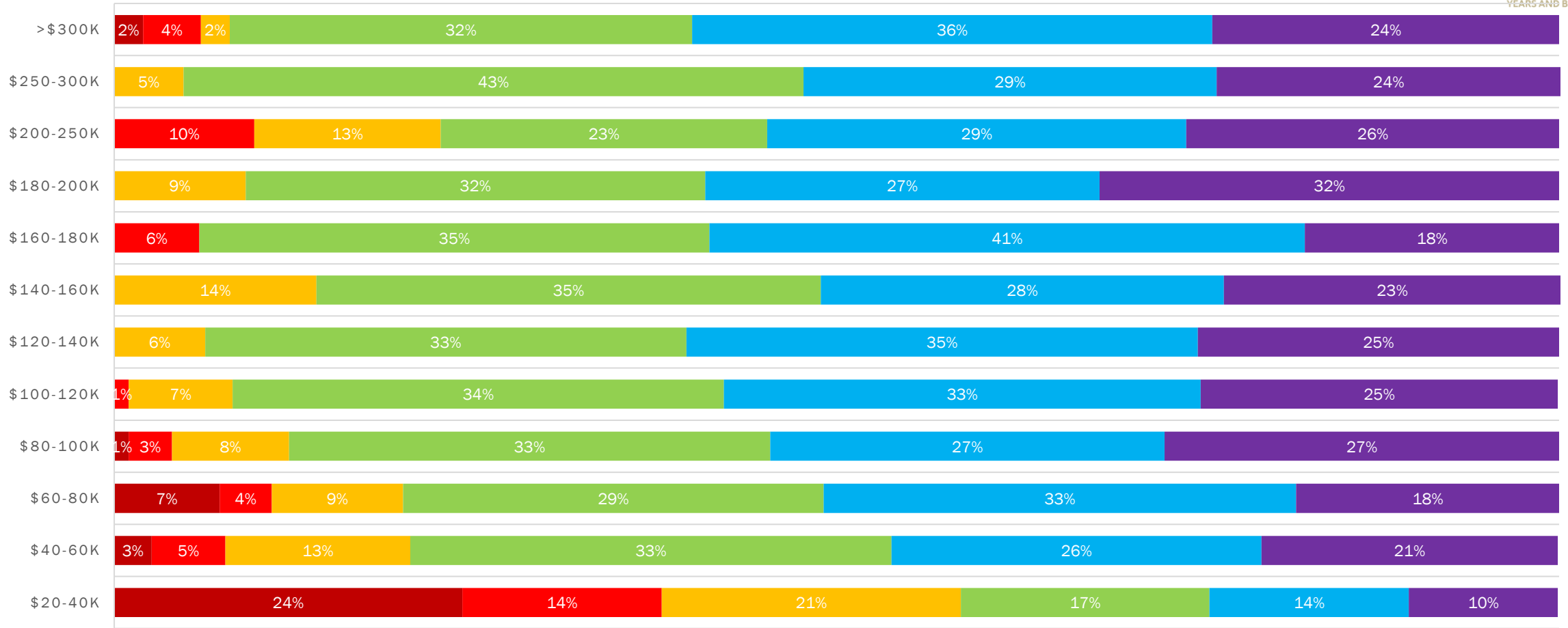
Hourly rate

		Hours/week (working 48 weeks per year)						
		1	10	20	30	40	50	60
Annual salary	\$20,000.00	\$416.67	\$41.67	\$20.83	\$13.89	\$10.42	\$8.33	\$6.94
	\$40,000.00	\$833.33	\$83.33	\$41.67	\$27.78	\$20.83	\$16.67	\$13.89
	\$60,000.00	\$1,250.00	\$125.00	\$62.50	\$41.67	\$31.25	\$25.00	\$20.83
	\$80,000.00	\$1,666.67	\$166.67	\$83.33	\$55.56	\$41.67	\$33.33	\$27.78
	\$100,000.00	\$2,083.33	\$208.33	\$104.17	\$69.44	\$52.08	\$41.67	\$34.72
	\$120,000.00	\$2,500.00	\$250.00	\$125.00	\$83.33	\$62.50	\$50.00	\$41.67
	\$140,000.00	\$2,916.67	\$291.67	\$145.83	\$97.22	\$72.92	\$58.33	\$48.61
	\$160,000.00	\$3,333.33	\$333.33	\$166.67	\$111.11	\$83.33	\$66.67	\$55.56
	\$180,000.00	\$3,750.00	\$375.00	\$187.50	\$125.00	\$93.75	\$75.00	\$62.50
	\$200,000.00	\$4,166.67	\$416.67	\$208.33	\$138.89	\$104.17	\$83.33	\$69.44
	\$250,000.00	\$5,208.33	\$520.83	\$260.42	\$173.61	\$130.21	\$104.17	\$86.81
	\$300,000.00	\$6,250.00	\$625.00	\$312.50	\$208.33	\$156.25	\$125.00	\$104.17

Below the [veterinary award](#) Level 2 



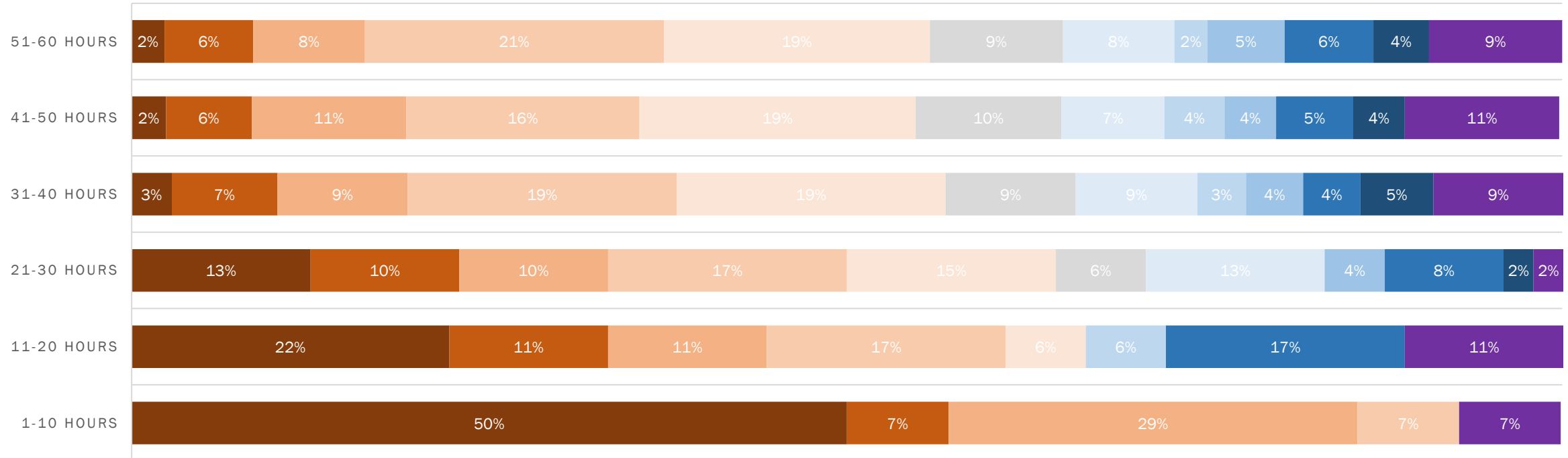
EMPLOYER VETS SALARY STRATIFIED BY HOURS (ALL CAREER STAGES)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k	\$250-300k	>\$300K
■ 1-10 hours	24%	3%	7%	1%								2%
■ 11-20 hours	14%	5%	4%	3%	1%			6%		10%		4%
■ 21-30 hours	21%	13%	9%	8%	7%	6%	14%		9%	13%	5%	2%
■ 31-40 hours	17%	33%	29%	33%	34%	33%	35%	35%	32%	23%	43%	32%
■ 41-50 hours	14%	26%	33%	27%	33%	35%	28%	41%	27%	29%	29%	36%
■ 51-60 hours	10%	21%	18%	27%	25%	25%	23%	18%	32%	26%	24%	24%



EMPLOYER VETS HOURS STRATIFIED BY SALARY (ALL CAREER STAGES)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	50%	22%	13%	3%	2%	2%
■ \$40-60K	7%	11%	10%	7%	6%	6%
■ \$60-80K	29%	11%	10%	9%	11%	8%
■ \$80-100k	7%	17%	17%	19%	16%	21%
■ \$100-120K		6%	15%	19%	19%	19%
■ \$120-140k			6%	9%	10%	9%
■ \$140-160k			13%	9%	7%	8%
■ \$160-180k		6%		3%	4%	2%
■ \$180-200k			4%	4%	4%	5%
■ \$200-250k		17%	8%	4%	5%	6%
■ \$250-300k			2%	5%	4%	4%
■ >\$300K	7%	11%	2%	9%	11%	9%

Raw data: salary/hours

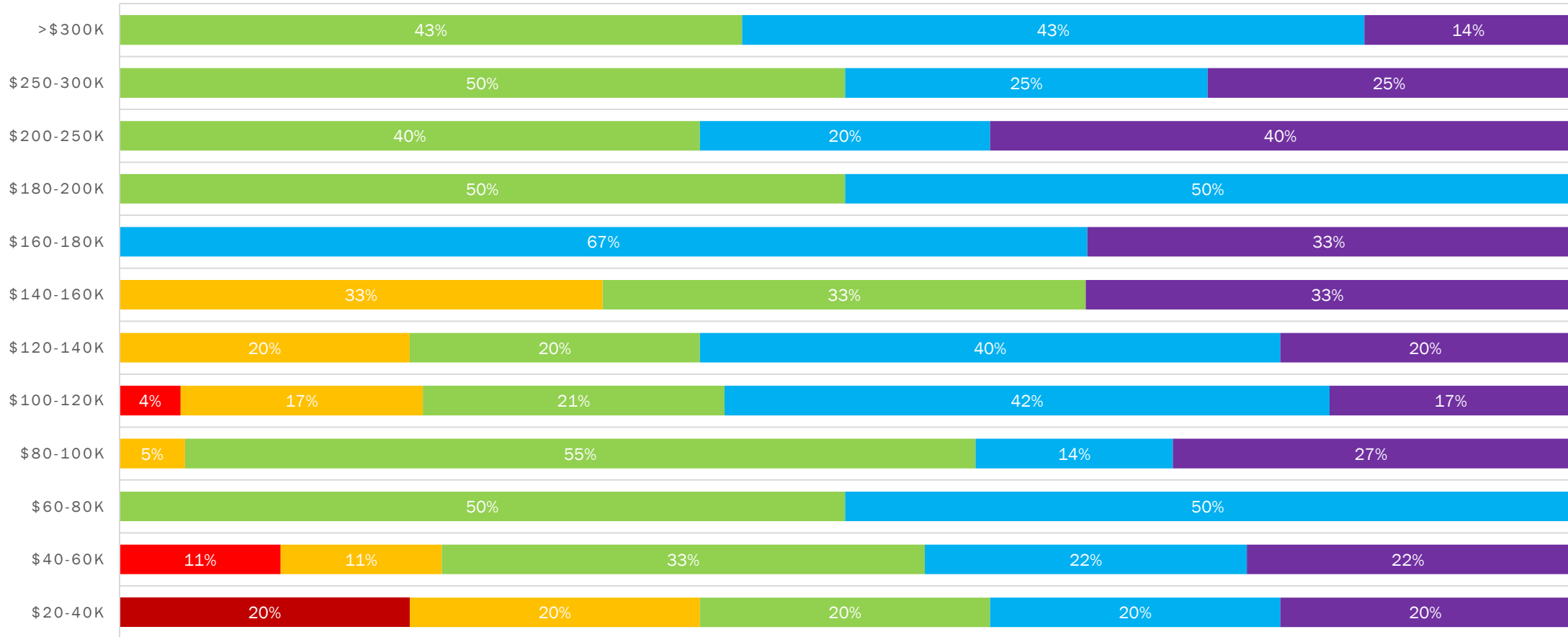
All employers

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	7	4	6	5	4	3	29
	\$40-60K	1	2	5	13	10	8	39
	\$60-80K	4	2	5	16	18	10	55
	\$80-100k	1	3	8	33	27	27	99
	\$100-120K	0	1	7	33	32	24	97
	\$120-140k	0	0	3	16	17	12	48
	\$140-160k	0	0	6	15	12	10	43
	\$160-180k	0	1	0	6	7	3	17
	\$180-200k	0	0	2	7	6	7	22
	\$200-250k	0	3	4	7	9	8	31
	\$250-300k	0	0	1	9	6	5	21
	>\$300K	1	2	1	16	18	12	50
	Total	14	18	48	176	166	129	551

Employers
Twenty to twenty four years
post graduation



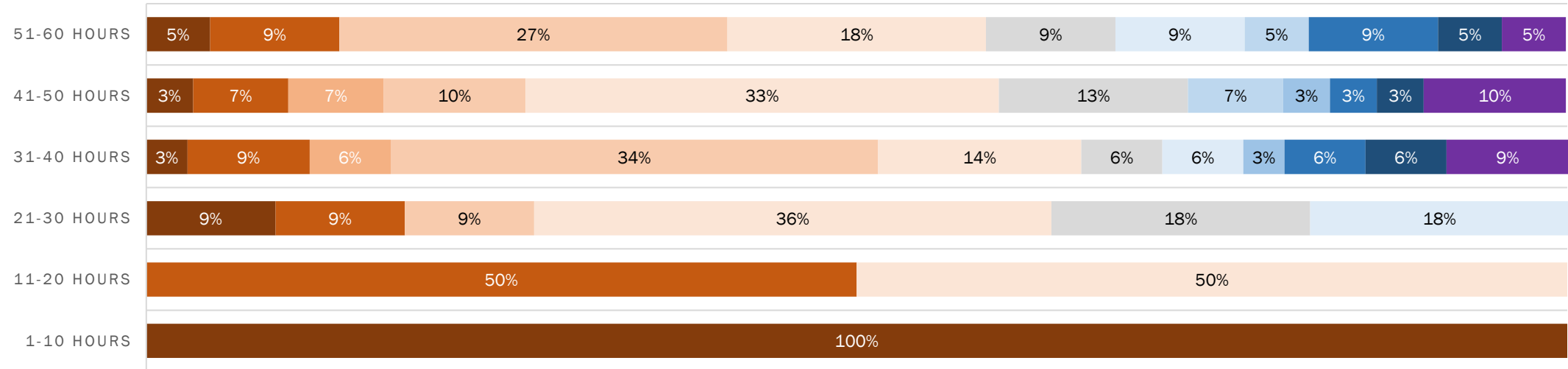
EMPLOYER VETS SALARY STRATIFIED BY HOURS (20-24 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k	\$250-300k	>\$300K
■ 1-10 hours	20%											
■ 11-20 hours		11%			4%							
■ 21-30 hours	20%	11%		5%	17%	20%	33%					
■ 31-40 hours	20%	33%	50%	55%	21%	20%	33%		50%	40%	50%	43%
■ 41-50 hours	20%	22%	50%	14%	42%	40%		67%	50%	20%	25%	43%
■ 51-60 hours	20%	22%		27%	17%	20%	33%	33%		40%	25%	14%



EMPLOYER VETS HOURS STRATIFIED BY SALARY (20-24 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	100%		9%	3%	3%	5%
■ \$40-60K		50%	9%	9%	7%	9%
■ \$60-80K				6%	7%	
■ \$80-100k			9%	34%	10%	27%
■ \$100-120K		50%	36%	14%	33%	18%
■ \$120-140k			18%	6%	13%	9%
■ \$140-160k			18%	6%		9%
■ \$160-180k					7%	5%
■ \$180-200k				3%	3%	
■ \$200-250k				6%	3%	9%
■ \$250-300k				6%	3%	5%
■ >\$300K				9%	10%	5%



Raw data: Employer vets salary/hours

Twenty to twenty four post graduation

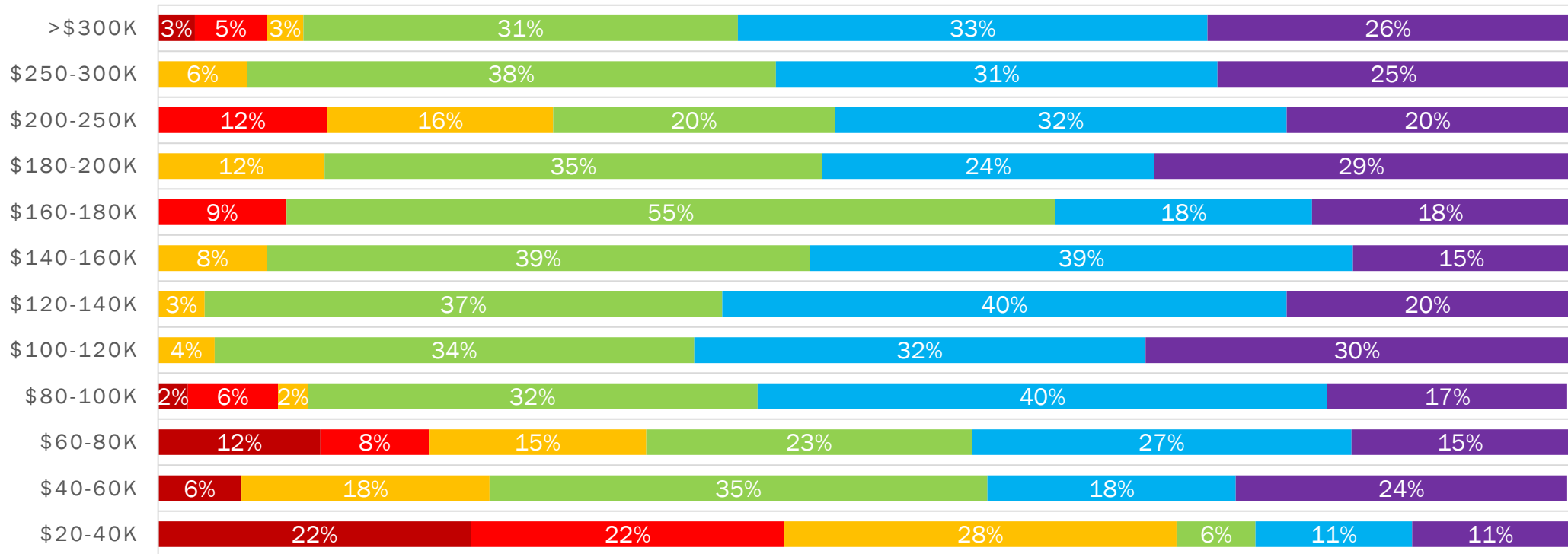
		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	1	0	1	1	1	1	5
	\$40-60K	0	1	1	3	2	2	9
	\$60-80K	0	0	0	2	2	0	4
	\$80-100k	0	0	1	12	3	6	22
	\$100-120K	0	1	4	5	10	4	24
	\$120-140k	0	0	2	2	4	2	10
	\$140-160k	0	0	2	2	0	2	6
	\$160-180k	0	0	0	0	2	1	3
	\$180-200k	0	0	0	1	1	0	2
	\$200-250k	0	0	0	2	1	2	5
	\$250-300k	0	0	0	2	1	1	4
	>\$300K	0	0	0	3	3	1	7
	Total	1	2	11	35	30	22	101



Employers
Twenty five years + post
graduation



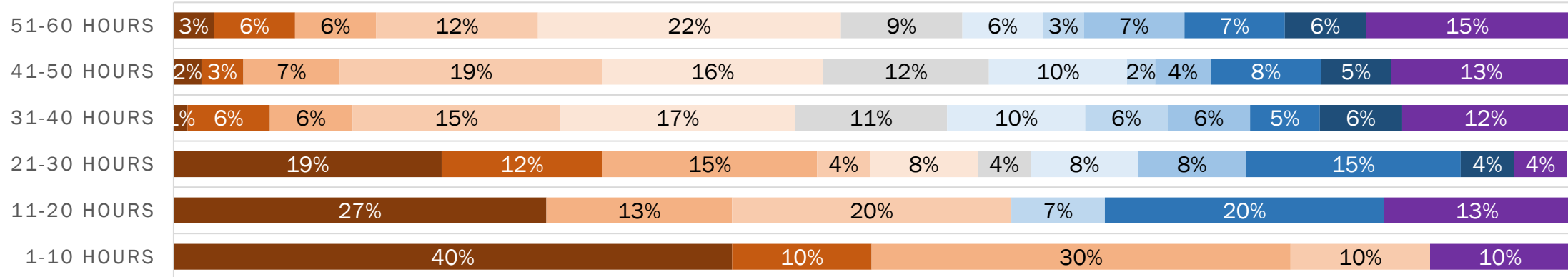
EMPLOYER VETS SALARY STRATIFIED BY HOURS (>25 YEARS)



	\$20-40K	\$40-60K	\$60-80K	\$80-100k	\$100-120K	\$120-140k	\$140-160k	\$160-180k	\$180-200k	\$200-250k	\$250-300k	>\$300K
■ 1-10 hours	22%	6%	12%	2%								3%
■ 11-20 hours	22%		8%	6%				9%		12%		5%
■ 21-30 hours	28%	18%	15%	2%	4%	3%	8%		12%	16%	6%	3%
■ 31-40 hours	6%	35%	23%	32%	34%	37%	39%	55%	35%	20%	38%	31%
■ 41-50 hours	11%	18%	27%	40%	32%	40%	39%	18%	24%	32%	31%	33%
■ 51-60 hours	11%	24%	15%	17%	30%	20%	15%	18%	29%	20%	25%	26%



EMPLOYER VETS HOURS STRATIFIED BY SALARY (>25 YEARS)



	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
■ \$20-40K	40%	27%	19%	1%	2%	3%
■ \$40-60K	10%		12%	6%	3%	6%
■ \$60-80K	30%	13%	15%	6%	7%	6%
■ \$80-100k	10%	20%	4%	15%	19%	12%
■ \$100-120K			8%	17%	16%	22%
■ \$120-140k			4%	11%	12%	9%
■ \$140-160k			8%	10%	10%	6%
■ \$160-180k		7%		6%	2%	3%
■ \$180-200k			8%	6%	4%	7%
■ \$200-250k		20%	15%	5%	8%	7%
■ \$250-300k			4%	6%	5%	6%
■ >\$300K	10%	13%	4%	12%	13%	15%



Raw data: Employer vets salary/hours

Twenty five years + post graduation

		Hours/week						Total
		1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours	
Annual salary	\$20-40K	4	4	5	1	2	2	18
	\$40-60K	1	0	3	6	3	4	17
	\$60-80K	3	2	4	6	7	4	26
	\$80-100k	1	3	1	15	19	8	47
	\$100-120K	0	0	2	17	16	15	50
	\$120-140k	0	0	1	11	12	6	30
	\$140-160k	0	0	2	10	10	4	26
	\$160-180k	0	1	0	6	2	2	11
	\$180-200k	0	0	2	6	4	5	17
	\$200-250k	0	3	4	5	8	5	25
	\$250-300k	0	0	1	6	5	4	16
	>\$300K	1	2	1	12	13	10	39
	Total	10	15	26	101	101	69	322