Thank you to all the vets who participated in this year’s Salary Survey. There was a total of 595 respondents, compared to 336 in 2017.

Minimum pay rates and conditions are set in the Animal Care and Veterinary Services Award 2010, which you can find using Google, or at https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000118/default.htm

METHODOLOGY

The pool of vets was contacted by direct emailing the main clinic email for all the clinics in Australia in the Kookaburra database (1,909 clinics), direct emailing all the vets currently registered as job seekers with Kookaburra (approximately 143), and by including advertising banners with a direct link to the survey on the Australian pages of the websites www.kookaburravets.com and www.vetsuppliersdirectory.com.au, and on all the correspondence sent out from Kookaburra during the survey period. We also asked the HR departments of the major Australian corporates to assist by distributing the link to the survey to their veterinary associates. In addition, it was posted on Facebook on two of the Australian Veterinarian network closed group pages (briefly, as it was considered to be ‘advertising’ and was deleted by admin).

The survey was open from 15th July to 20th August 2019. It was hosted on Survey Monkey and analysis of results was carried out in Survey Monkey and using Microsoft Excel Office 365. The survey was anonymous, and no IP data was collected. There was a total of 16 questions.

For a Key to the box and whisker plots used, and a summary list of charts, please see the Appendix.
We wondered whether salary would be better correlated with another gauge of competence besides the numbers of years since graduation, so we asked respondents to self-assess their Technical Experience level according to the following scale, increasing in competence from 1 to 9, and then also including an option for non-clinical roles:

1. Has broad theoretical knowledge, requires a more experienced vet to be available for discussion for consults/medicine, and guidance for surgery most of the time
2. Confident for consults, requires guidance for surgery/procedures most of the time
3. Confident for consults and routine surgery and seeks guidance for new procedures
4. Confident for consults and routine surgery, able to work sole charge regularly
5. Confident for consults, surgery, sole charge, and after hours emergencies
6. Has or is working towards post graduate qualification in medicine, or other non-surgical qualification
7. Has or is working towards post graduate qualification in surgery or ECC
8. Has additional qualifications, supervises and teaches less experienced vets
9. Has or is working towards specialist qualification
10. Experienced in non-clinical / Industry roles
3. Relationship between Numbers of Years Graduated, and Experience Level

![Graph showing the relationship between numbers of years graduated and experience level.]

1. Has broad theoretical knowledge, requires a more experienced vet to be available
2. Confident for consults, requires guidance for surgery/procedures most of the time
3. Confident for consults and routine surgery and seeks guidance for new procedures
4. Confident for consults and routine surgery, able to work sole charge regularly
5. Confident for consults, surgery, sole charge, and after hours emergencies
6. Has or is working towards post graduate qualification in medicine, or other non-su
7. Has or is working towards post graduate qualification in surgery or ECC
8. Has additional qualifications, supervises and teaches less experienced vets
9. Has or is working towards specialist qualification
10. Experienced in non-clinical / industry roles

4. Hourly Pay Rate vs Experience Level

![Graph showing the relationship between hourly pay rate and experience level.]

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5. Pay rate for different General Practice Types

- Small Animals
- Mixed
- Equine

Number of Years since Graduation

6. Histogram of Hourly Pay rate
All Full time and Part time respondents

Ordinary Hourly Pay Rate
(grouped in $5 'bins')
7. Histogram of Annualised Pay rate
All Full time and Part time respondents

Annualised Pay Rate (hourly pay x 38hrs x 52 weeks)
As per Award calculations

8. Histogram of Actual Pay rate
All Full time and Part time respondents

Annualised Pay Rate (hourly pay x hours worked per week x 52 weeks)
As per hours worked supplied in survey
9. Hours Worked per week (average)

- Full Time
- Part Time
- Casual

10. Pay Rate vs Hours Worked
    (showing the linear trend line)
Respondents gave the postcode for their current job. This was categorised according to the Australian Tax Office region and postcode definitions for the 2016-2017 tax year.
LOCUMS

For data on Locums, we combined the data for vets classified as Casual with Self Employed Contractors. There was a total of 98 respondents in these 2 categories.

1. Has broad theoretical knowledge, requires a more experienced vet to be available for discussion for consults/medicine, and guidance for surgery most of the time
2. Confident for consults, requires guidance for surgery/procedures most of the time
3. Confident for consults and routine surgery and seeks guidance for new procedures
4. Confident for consults and routine surgery, able to work sole charge regularly
5. Confident for consults, surgery, sole charge, and after hours emergencies
6. Has or is working towards post graduate qualification in medicine, or other non-surgical qualification
7. Has or is working towards post graduate qualification in surgery or ECC
8. Has additional qualifications, supervises and teaches less experienced vets
9. Has or is working towards specialist qualification
10. Experienced in non-clinical / Industry roles
14. Locum Pay Rates: Casual vs Contractor

15. Locum Pay Rates: comparisons between Corporate and Non-Corporate
17. Optional: How happy or unhappy are you overall with your current role at your job? (taking all factors including salary into account)

18. Do you work in a Corporate practice? (more than 5 clinics)
APPENDIX

Key and hyperlinks to Charts and Diagrams in Part 1:

1. Key to Box and Whiskers Plot
2. Hourly Pay Rates – comparing all Practice Types
3. Hourly Pay Rates vs Years’ Experience
4. Relationship between Numbers of years graduated, and Experience level
5. Hourly Pay Rate vs Experience level
6. Pay rate for different General Practice Types (Small Animal vs Mixed vs Equine) for numbers of years since graduation
7. Histogram of hourly pay rate for all full time and part time respondents
8. Histogram of Annualised pay rate for all full time and part time respondents
9. Histogram of Actual annual pay rate for all full time and part time respondents using their actual hours worked per week.
10. Hours worked per week (average) – full time, part time and casual
11. Pay Rate vs Hours Worked
12. Pay Rates compared by State
13. Pay Rates compared by Location category (Capital City, Other Urban, Regional High Urbanisation, Regional Low Urbanisation, and Rural)
14. Locum rates vs Experience level
15. Locum rates: Casual vs Contractor
16. Locum rates: comparison of pay from Corporates and non-Corporate practices
17. Corporate Practices: comparisons of small animal and mixed practice with non-corporate
18. Corporate Practices: Happiness scale
19. Corporate Practices: % of vets for each Year graduated, working in either a Corporate, or non-corporate practice.
**Key: Box and Whisker Plots – Microsoft Excel (Office 365)**

Outlier Region – values are outliers if they lie outside 1.5 times the interquartile range (the length of the box)

- Dots show individual responses
- From top of box to top line = top 25% of values
- Top of box = 3rd Quartile / 75th percentile *
- Median Line (50th percentile)
- Bottom of box = 1st Quartile / 25th percentile *
- From bottom of box to line = bottom 25% of values

* Quartiles are calculated exclusive of Median