

AUSTRALIAN VETERINARIAN SALARY SURVEY 2022



Thank you to all the vets who participated in this year's Salary Survey. There was a total of 285 respondents, which was disappointing compared to 595 respondents in 2019. We've been unable to use some of the information, in particular, location related, as there was insufficient data for a representative sample.

Minimum pay rates and conditions are set in the Animal Care and Veterinary Services Award 2020, which you can find using Google, or at <https://awardviewer.fwo.gov.au/award/show/ma000118>

METHODOLOGY

The pool of vets was contacted by direct emailing the main clinic email for all the clinics in Australia in the Kookaburra database & the vets currently registered as job seekers with Kookaburra (2.000 total), 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, however, in contrast to previous years where they have been happy to help, none agreed to participate this year. In addition, it was posted on Facebook on one of the Australian Veterinarian network closed group pages, on the Kookaburra Facebook pages, and on LinkedIn. We'd like to thank The Lincoln Institute, who distributed the link to the survey to their members.

The survey was open from June 12th to November 7th 2022. 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 34 questions.

For a Key to the box and whisker plots used, and a summary list of charts, please see the [Key](#)

SUMMARY

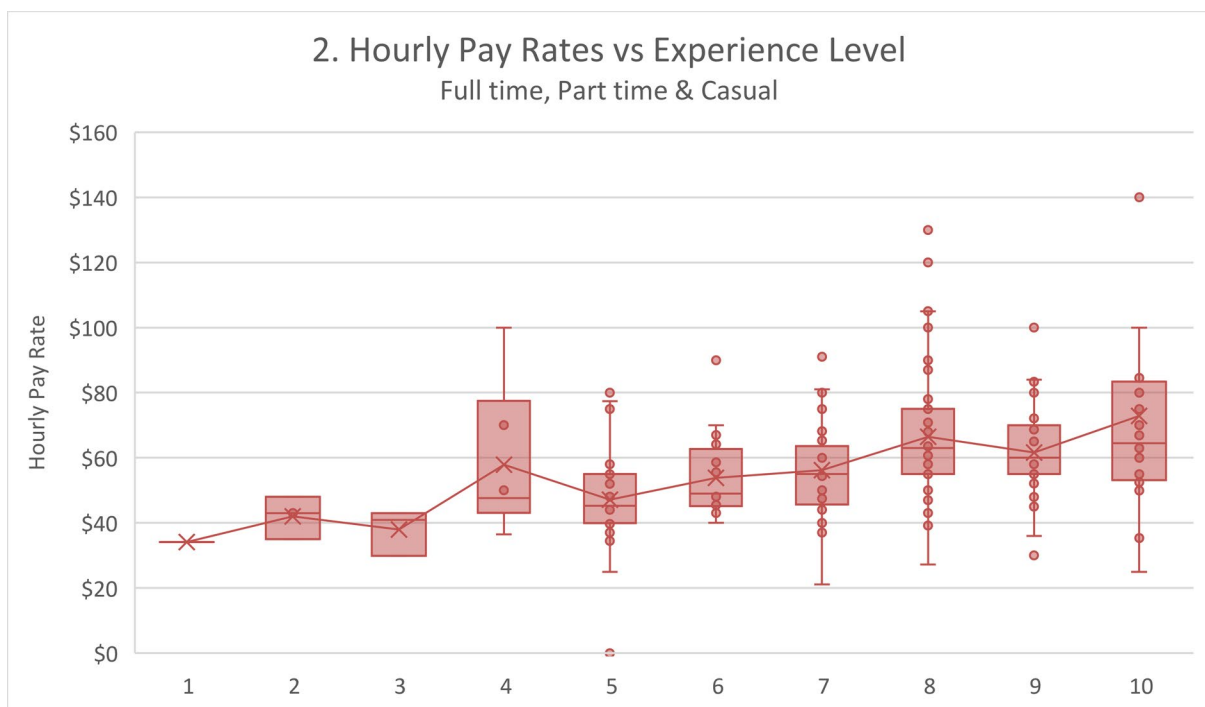
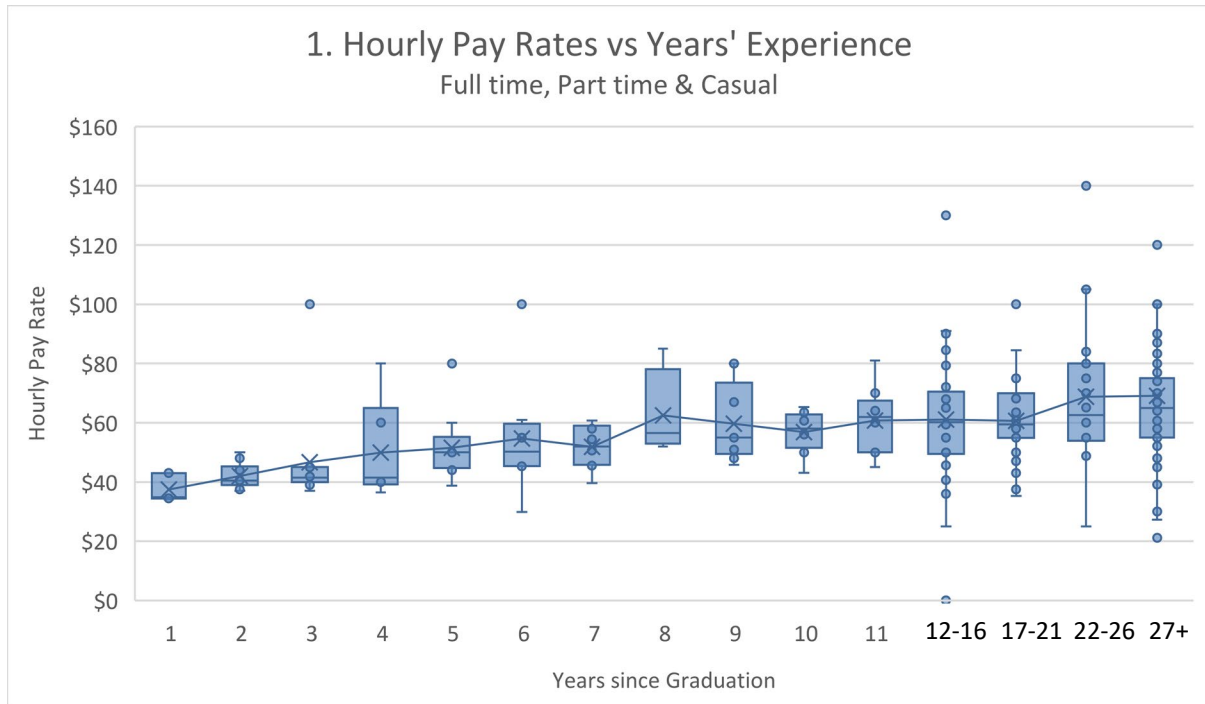
Summary and links to Charts and Diagrams

1. [Key to Box and Whiskers Plot](#)
2. [Hourly Pay Rates](#) vs Years' Experience
3. [Hourly Pay Rates](#) vs self-assessed experience level
4. [Hourly Pay Rates for different General Practice Types](#) (Small Animal vs Mixed vs Equine) for numbers of years since graduation
5. [Hourly Pay Rates](#) – comparing all Practice Types
6. [Annualised pay rate](#) for all full time, part time, and casual respondents
7. [Actual annual pay rate](#) for all full time, part time, and casual respondents using their actual hours worked per week
8. [Paid Hours worked per week](#) – comparing full time, part time, and casual
9. [Paid Hours worked compared to Unpaid hours](#)
10. [Owners/Partners compared to Associates pay rate](#)

11. [Further Qualifications](#) – effect on pay rate
12. [Further Qualifications](#) – proportions of respondents with additional qualifications
13. [Locums](#) – hourly pay vs experience
14. [Locums](#) – casuals vs. locums/short term
15. [Locums](#) – comparison of corporate & non-corporate pay rates
16. [Happiness](#)
17. [5 year Plans](#)
18. [Happiness and owner/partner vs. associate status](#)
19. [Happiness and corporate vs. non-corporate jobs](#)
20. [Satisfaction with pay rates](#)
21. [Preferred pay rate increase](#)
22. [Discussion](#)
23. [2019 / 2022](#) comparison of job classifications
24. [2019 / 2022](#) comparison of pay rates

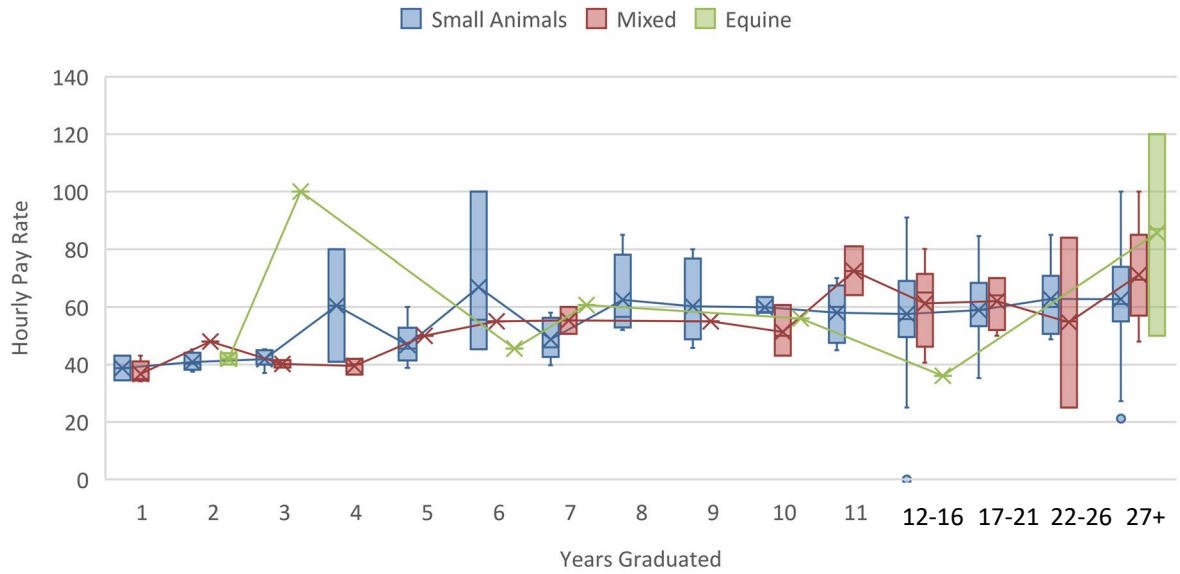
VETS WORKING AS CASUALS, PART-TIME, OR FULL-TIME

There were a total of 239 responses in this section – some vets gave data for more than one job, and each job was included as a separate data set.

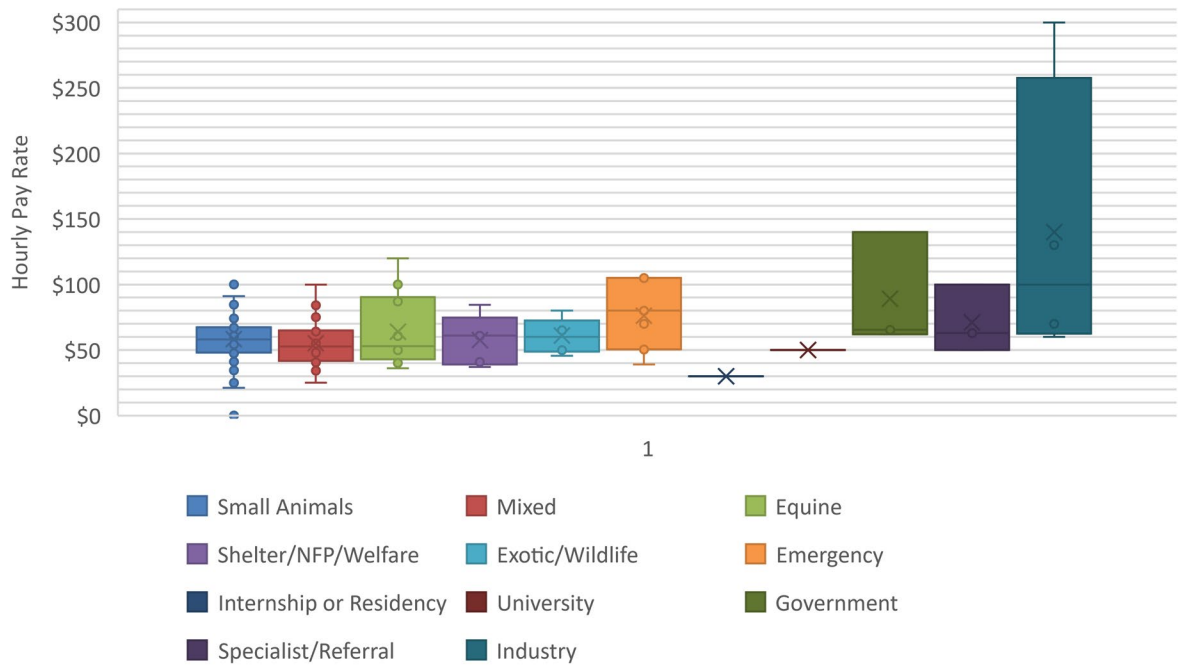


Respondents were asked to self-assess their experience level for the job they were currently answering questions for, on a sliding scale from 1 (Basic Competency) through 5 (Confident and Competent) to 10 (Highly Skilled)

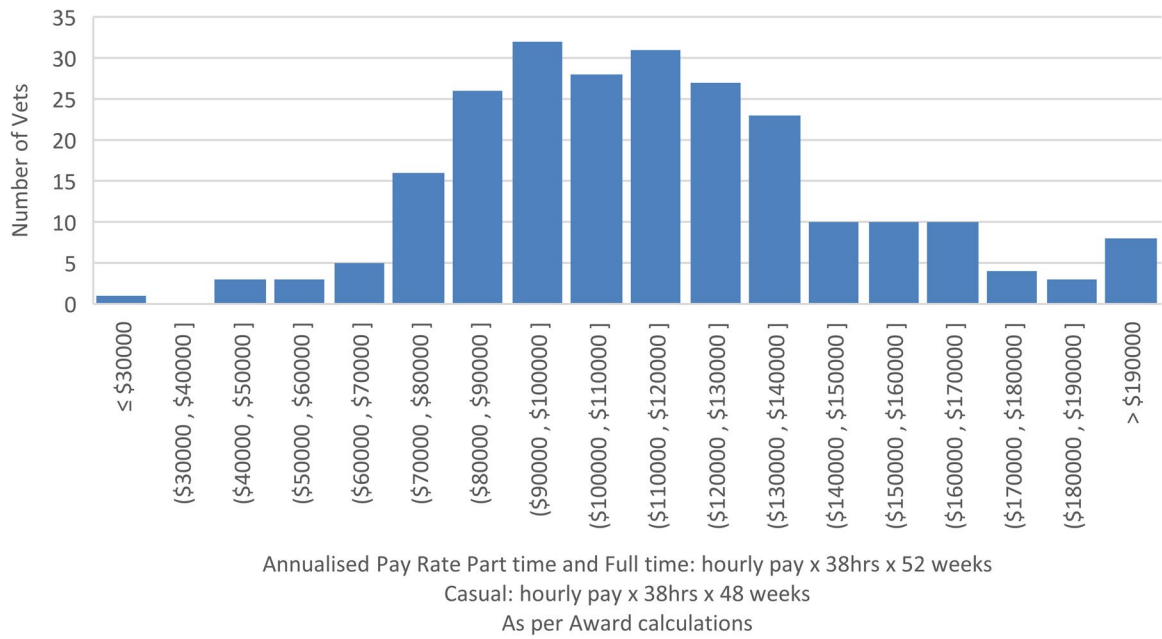
3. Pay rate for different General Practice Types



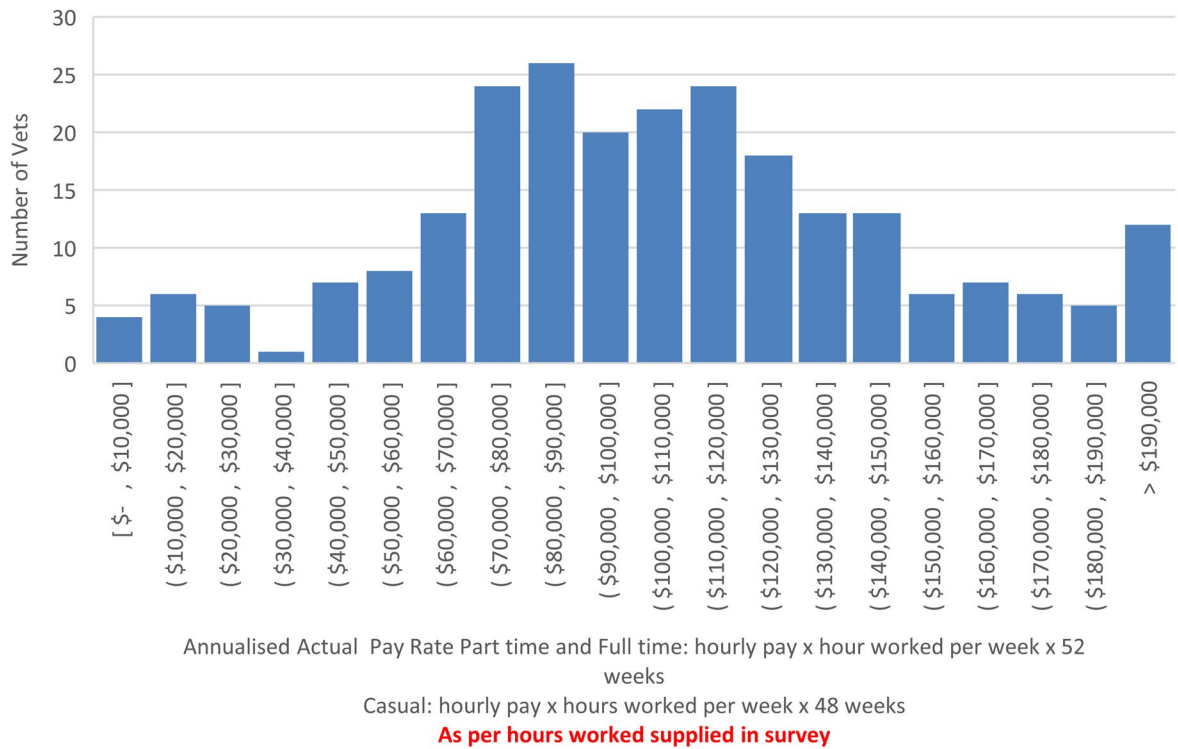
4. Hourly Pay Rates - comparing all Practice Types



5. Histogram of Annualised Pay rate Full time, Part Time and Casual jobs (240)

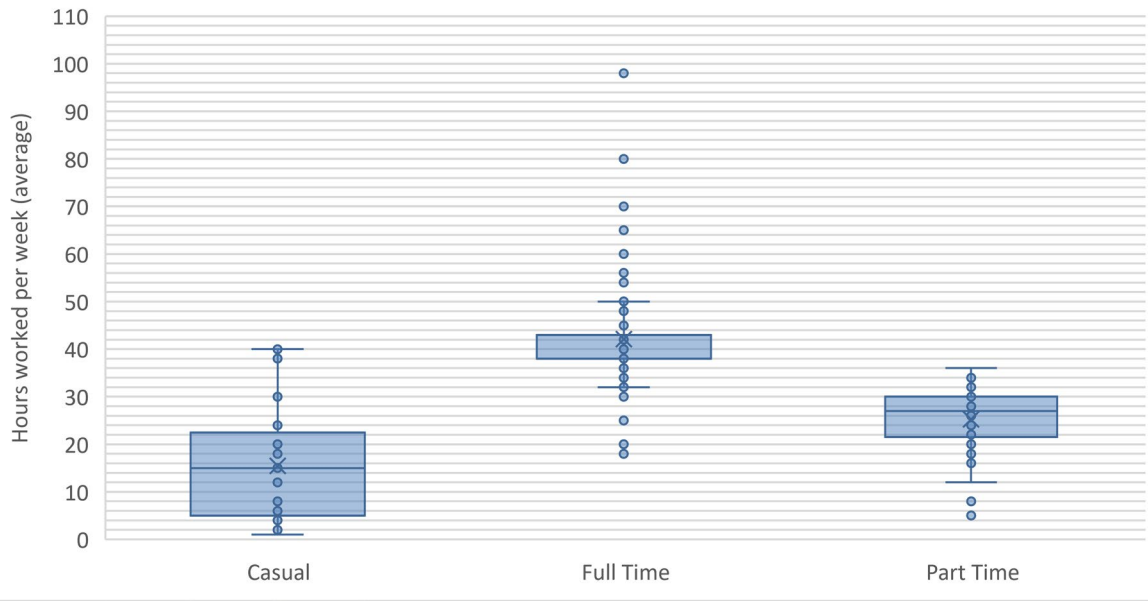


6. Histogram of Actual Annual Pay rate All Full time, Part time & Casual Jobs (240)



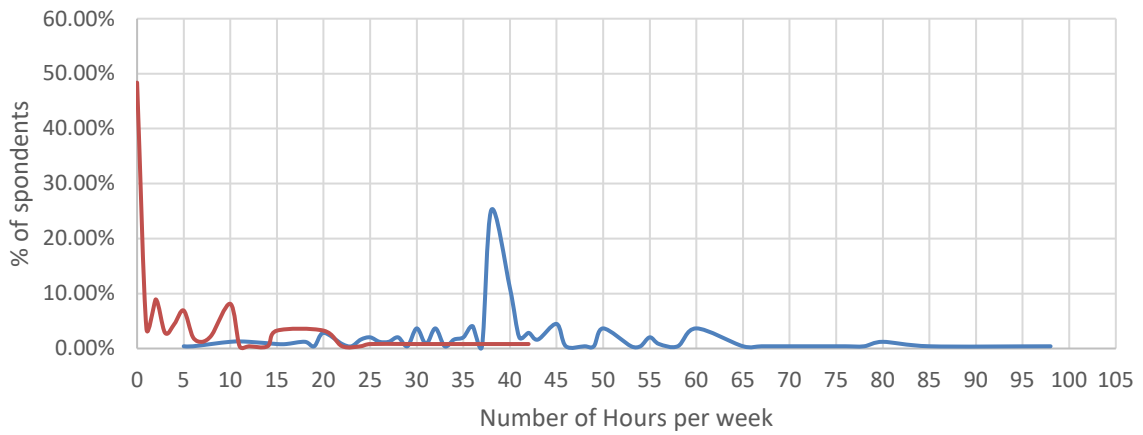
7. Paid Hours Worked per week (average)

241 responses (not including locums)

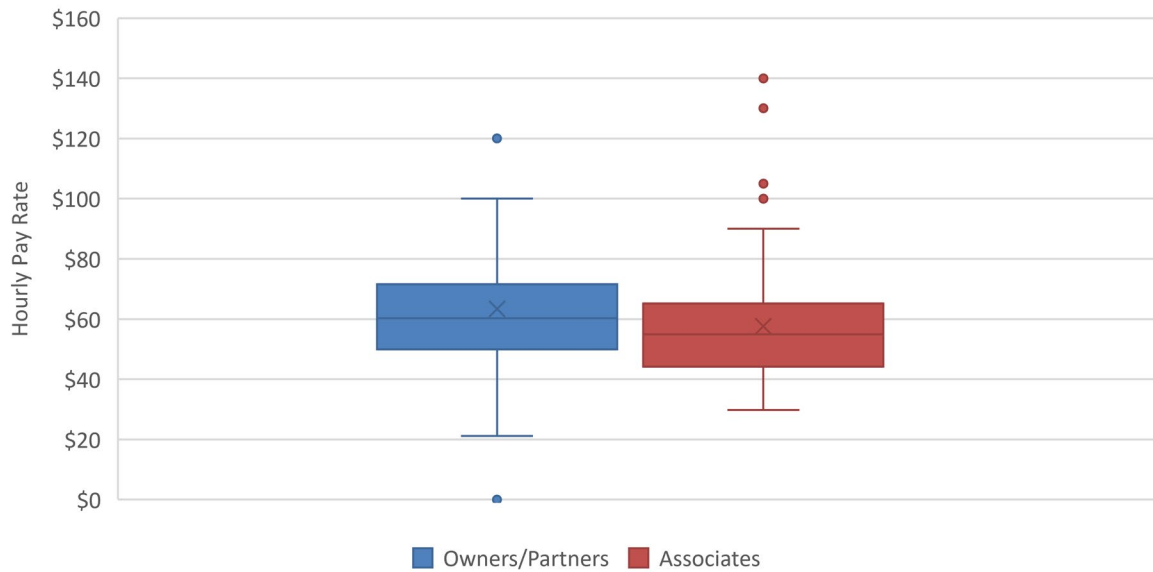


8. Paid and Unpaid hours worked per week

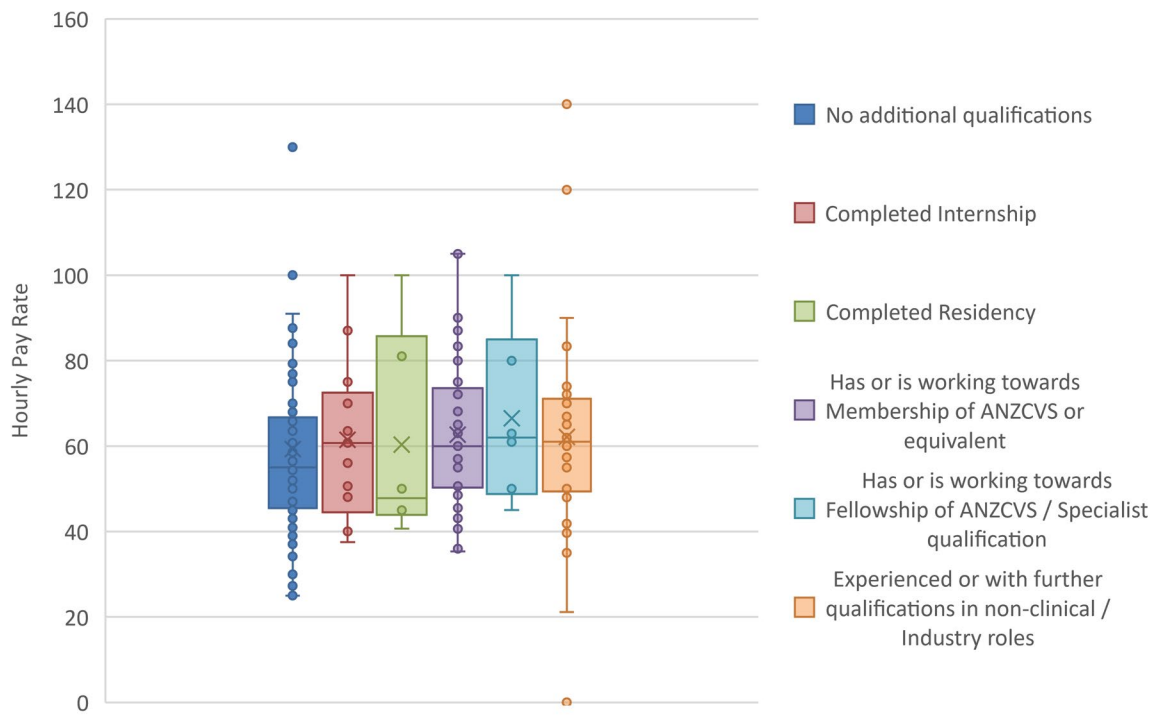
— Paid hours — Unpaid Hours



9. Owners/Partners compared to Associates Full time, Part time & Casual

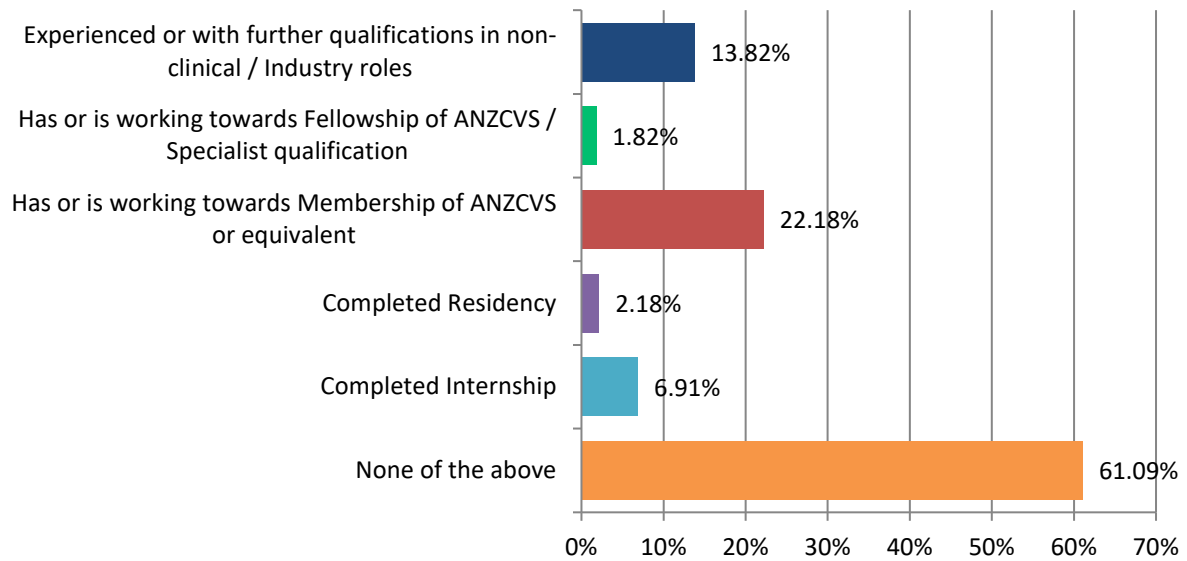


10. Effect of Further Qualifications on Pay Rate



11. Additional Qualifications / Experience

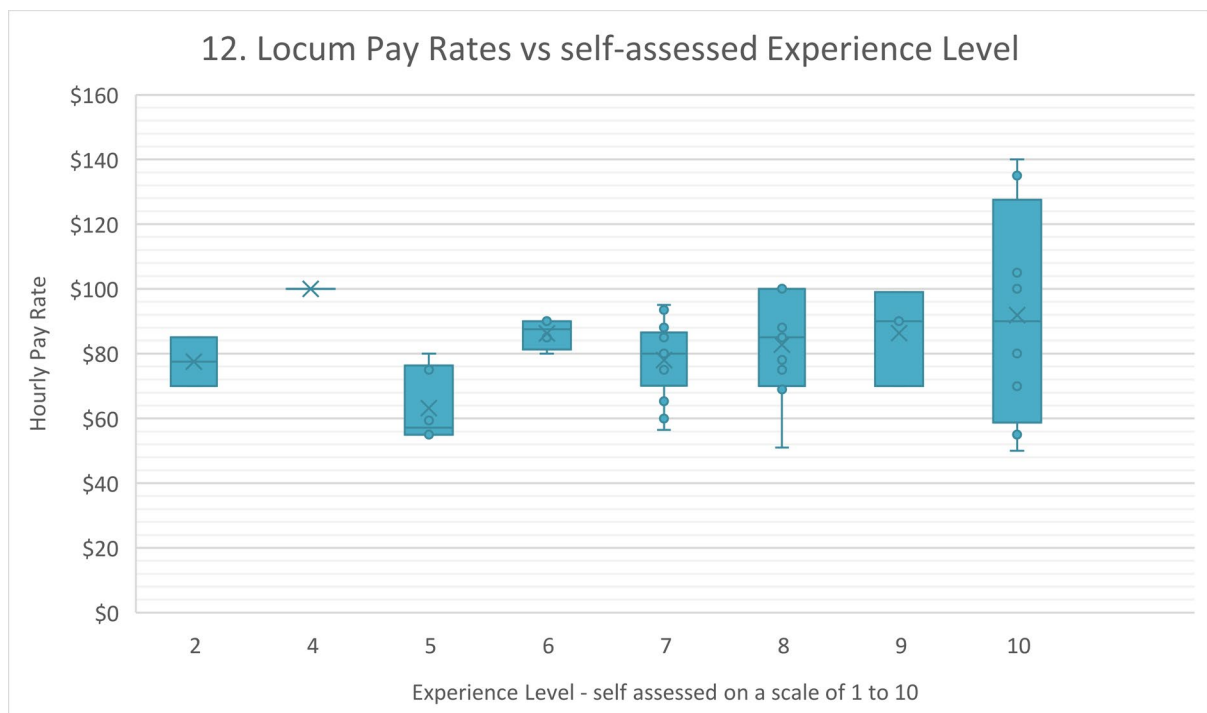
275 responses



LOCUMS

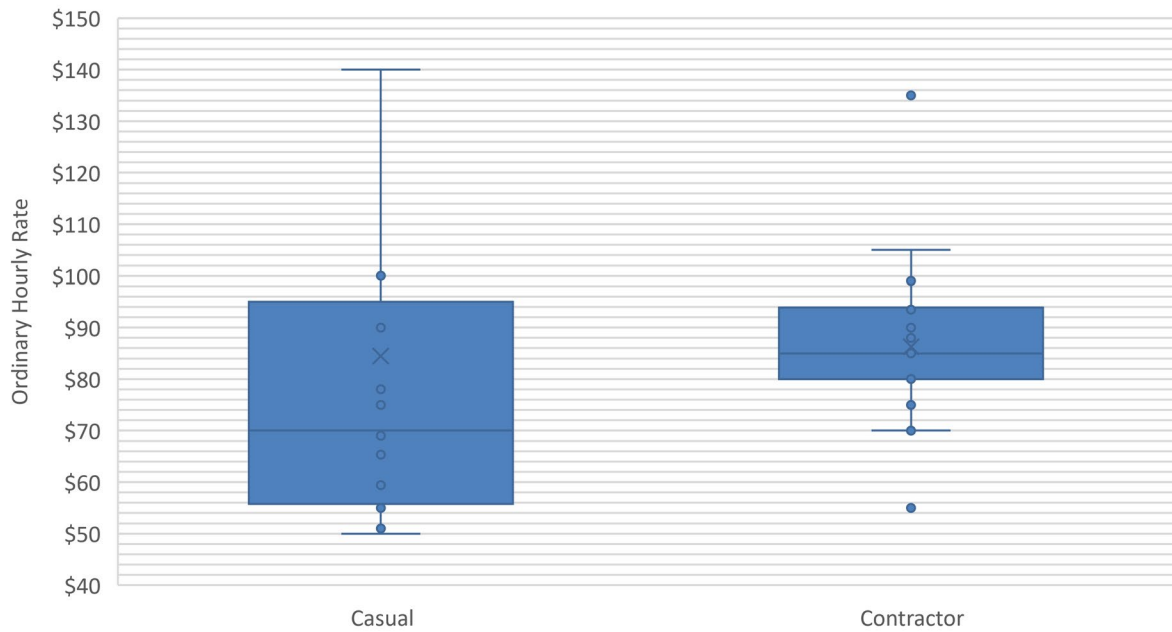
For data on Locums, we combined the data for jobs classified as Casual with those who answered 'yes' to the question "Are you currently working as a locum / doing short term contracts (under 6 months in length)". There was a total of 51 respondents in these 2 categories.

12. Locum Pay Rates vs self-assessed Experience Level



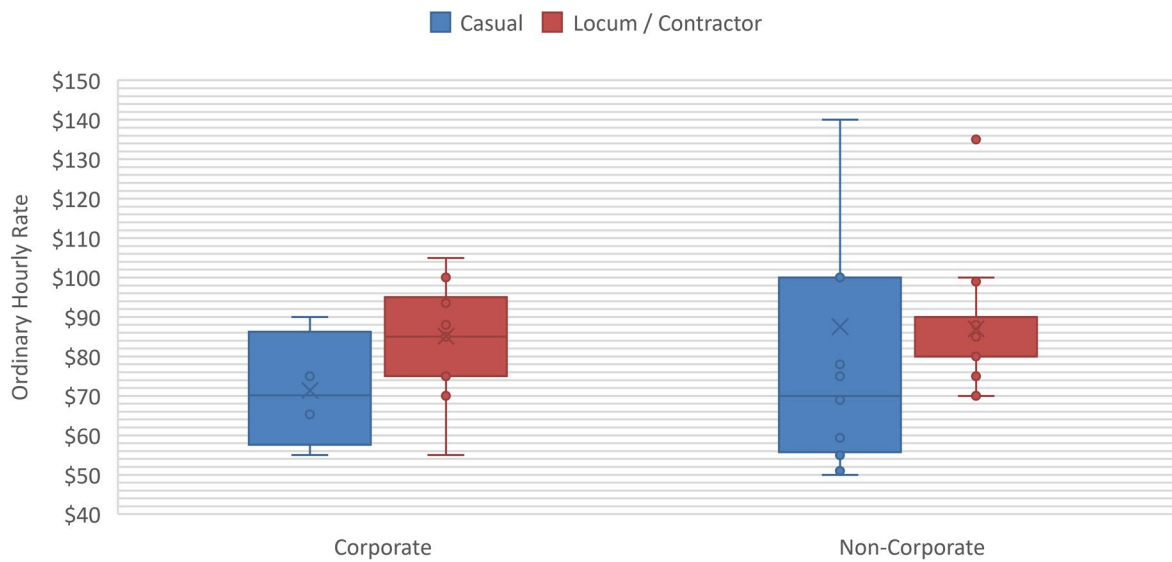
13. Locum Pay Rates: Casual vs Locum/Contractor

51 responses

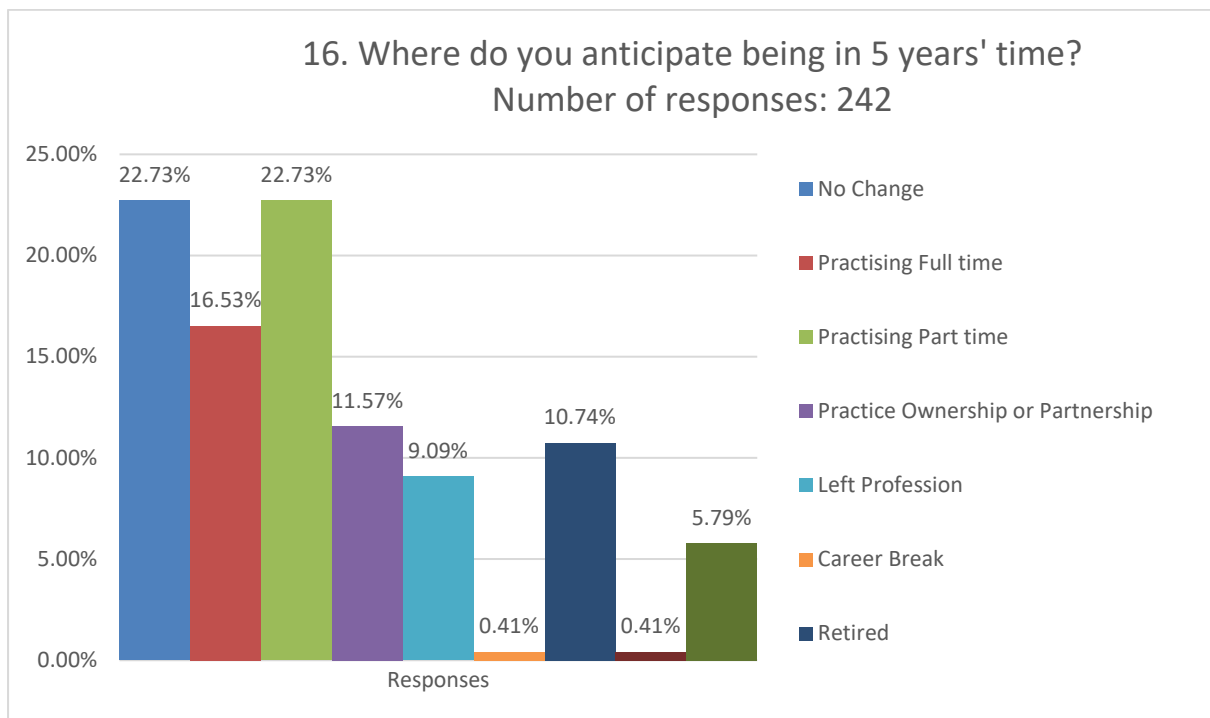
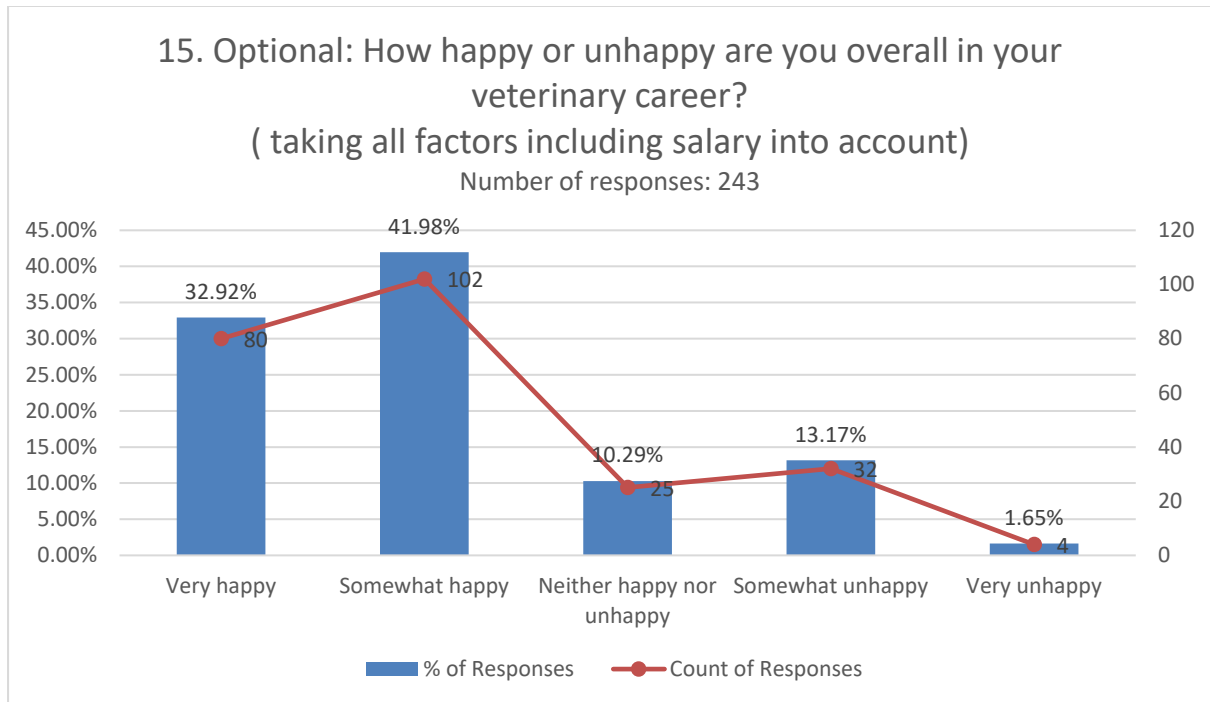


14. Locum Pay Rates: comparisons between Corporate and Non-Corporate

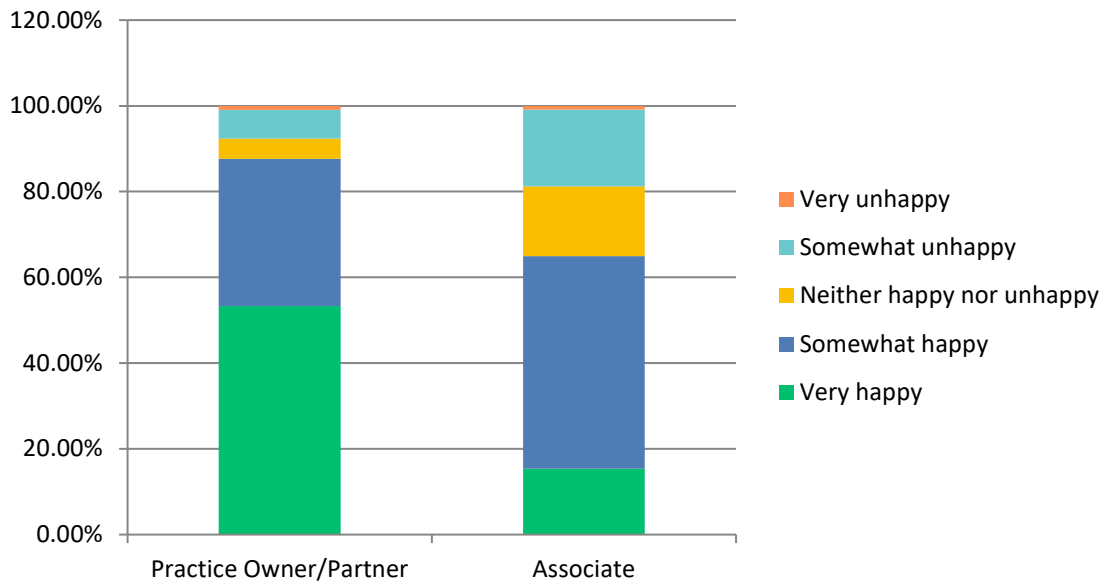
51 Responses



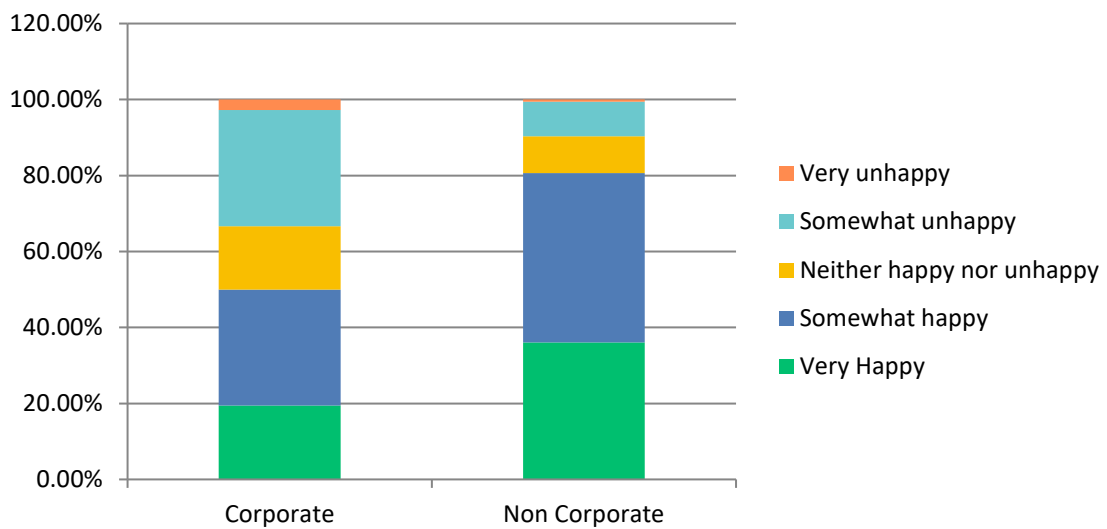
HAPPINESS AND FUTURE PLANS



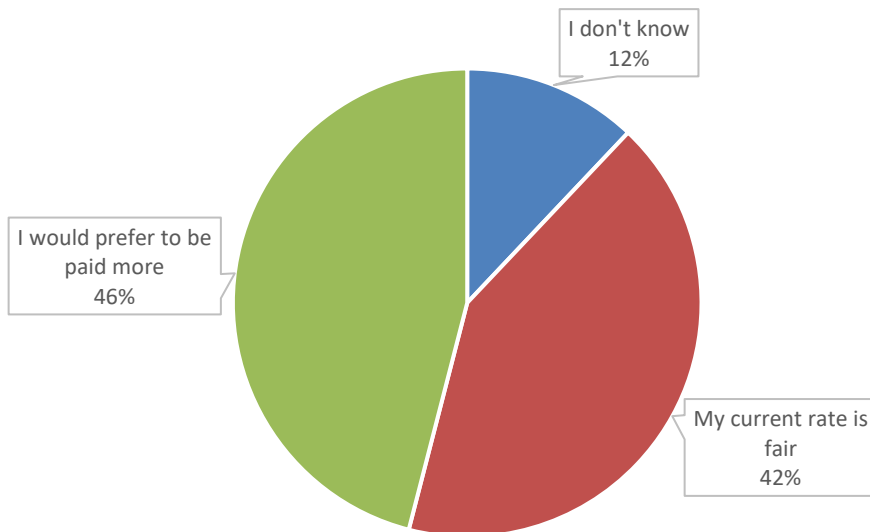
17. Comparison of Owner/Partner status and Happiness



18. Comparison of Corporate / Non-Corporate Practices and Happiness



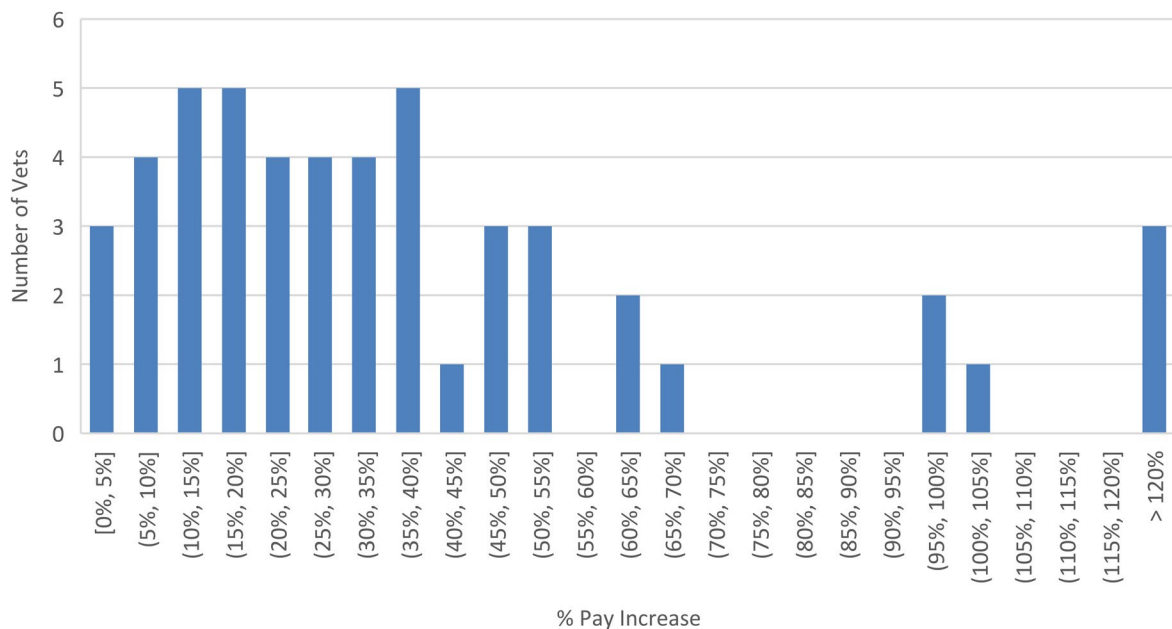
19. What do you think you should be paid for this job?



We asked “What do you think you should be paid for this job?” and the choices were “I don’t know”, “My current rate is fair”, or “My preferred hourly rate would be” – and the respondent could then nominate an amount (no-one nominated less than they were currently being paid!!)

20. Histogram showing the % Pay Increase wanted by Vets

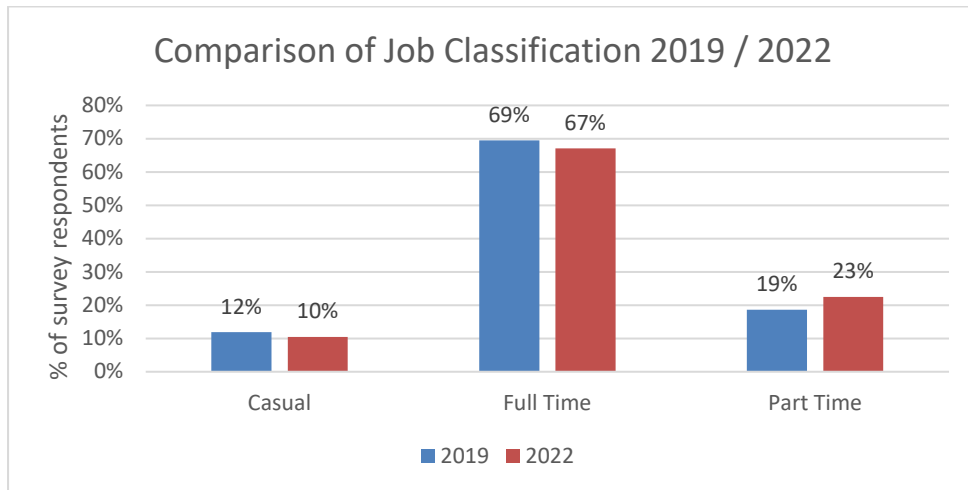
103 responses



DISCUSSION

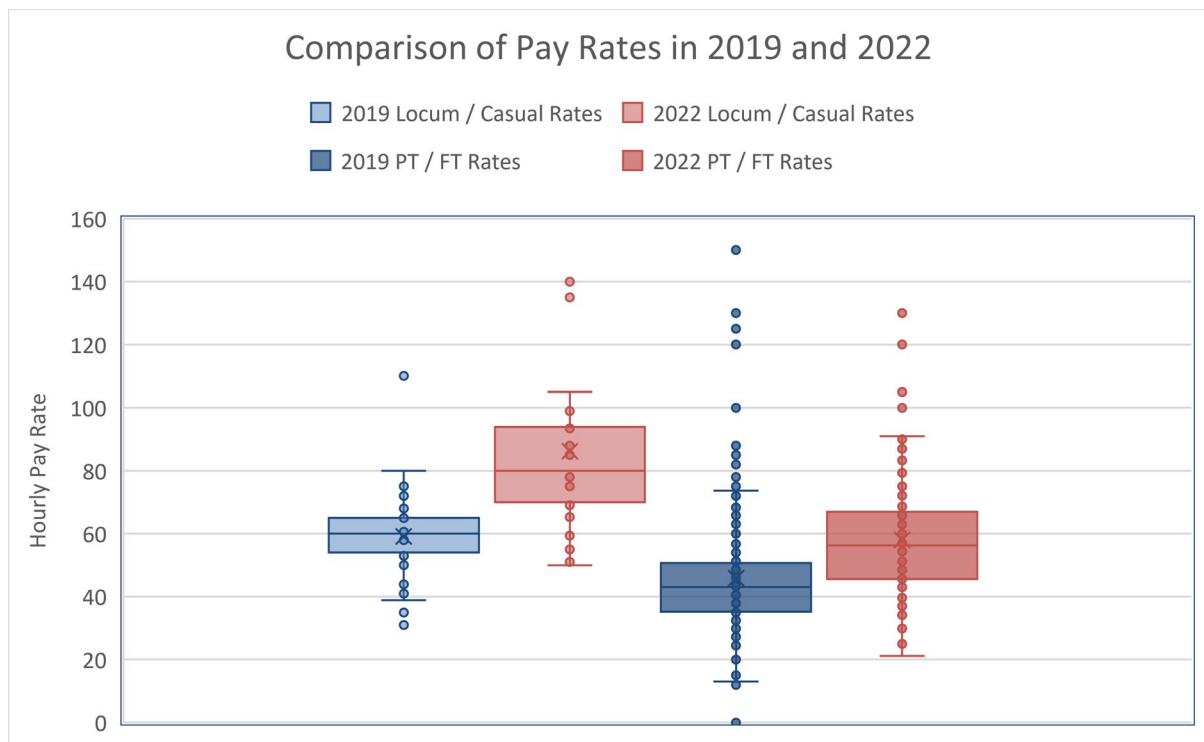
The amount of data collected in this survey was small, therefore it's hard to discuss the results in a meaningful way. Kookaburra collected the data in order to make it available to vets and their practices in Australia. At Kookaburra, we are interested in the differences between this survey (2022) and our previous one, before COVID, in 2019.

1. Are more vets moving to working part time and casual?

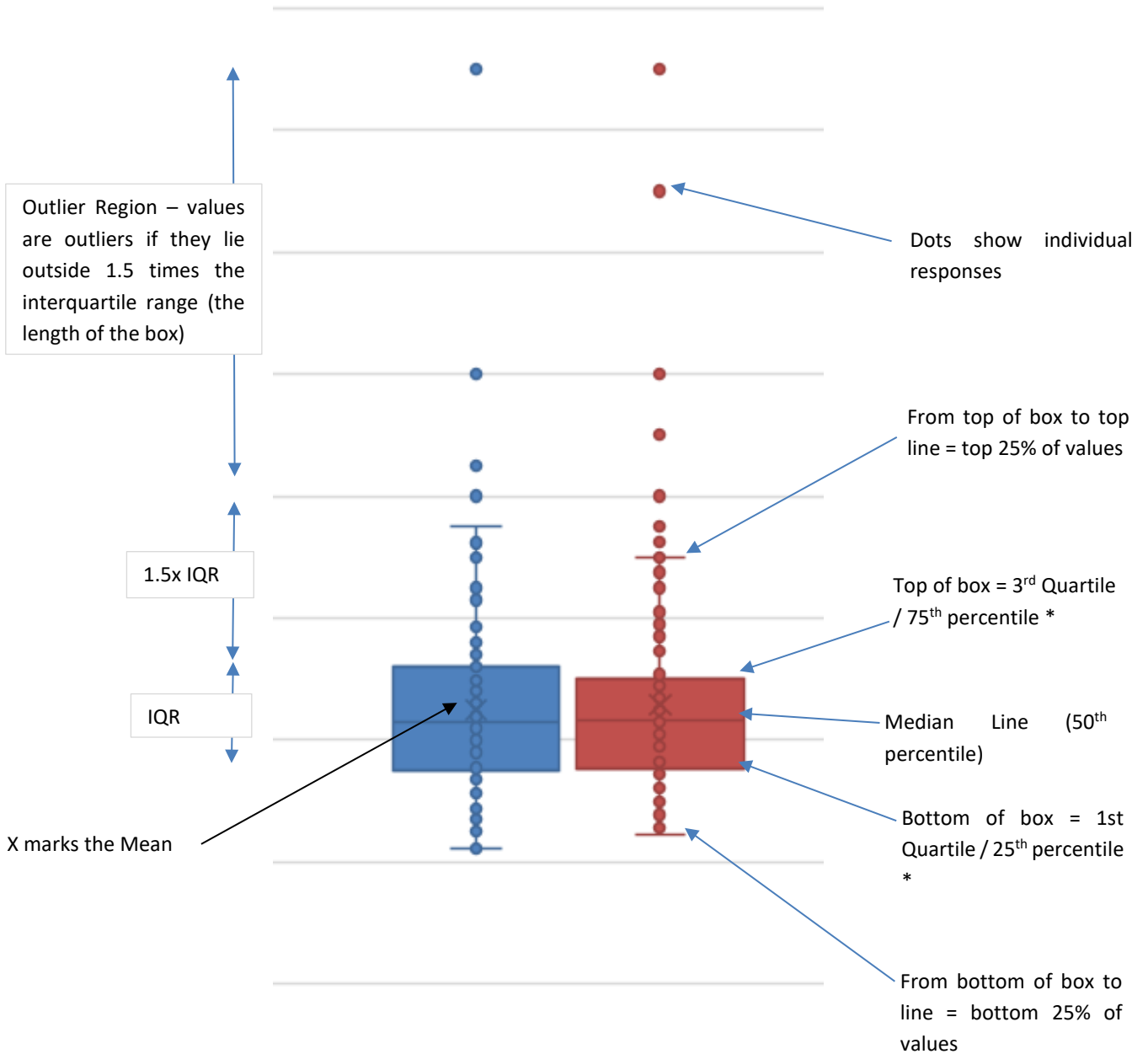


2. Have pay rates gone up?

Pay rates have increased by above 30% for locums and casuals, and around 30% for part time and full time vets, between 2019 (pre-COVID) and 2022 (3 years).



Key: Box and Whisker Plots – Microsoft Excel (Office 365)



* Quartiles are calculated exclusive of Median