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Non-DVM Wage Report

2025 Nova Scotia

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Introduction

Information for non-DVM wages and benefits comes from the 2025 Nova Scotia Practice Owners Economic Survey. This information reflects current wages and benefits for 334 non-DVM staff from 23 veterinary hospitals in 2025. Wages are broken down by type of employment, years employed and area of the province. Benefits are presented for all non-DVM staff as a collective group.

To maintain confidentiality, figures that contain less than three observations are shown as “n/a” or are omitted from tables.

Hourly Wage and Weeks of Vacation by Type and Length of Employment

Employee Type	Length of Employment	Median Hourly Wage (\$)	Median Weeks of Vacation
Receptionist 95 Responding	Less than 1 Year	18.00	2.0
	1 – 2 Years	19.00	2.0
	3 – 5 Years	19.00	2.0
	6 – 10 Years	20.30	n/a
	11 – 15 Years	n/a	n/a
	Greater than 15 Years	26.25	n/a
	All Respondents	19.00	2.0
Registered Technologist 83 Responding	Less than 1 Year	25.70	3.0
	1 – 2 Years	26.00	2.0
	3 – 5 Years	26.38	2.0
	6 – 10 Years	26.40	3.0
	11 – 15 Years	29.50	n/a
	Greater than 15 Years	26.45	n/a
	All Respondents	26.40	2.0
Non-Registered Assistant 102 Responding	Less than 1 Year	18.25	2.0
	1 – 2 Years	19.91	2.0
	3 – 5 Years	21.25	2.0
	6 – 10 Years	22.76	3.0
	Greater than 15 Years	24.38	3.0
	All Respondents	21.00	2.0
Kennel Assistant 11 Responding	1 – 2 Years	16.50	n/a
	3 – 5 Years	20.50	
	All Respondents	16.50	n/a
Office Manager 8 Responding	3 – 5 Years	25.63	n/a
	All Respondents	25.07	4.0
Practice Administrator 3 Responding	All Respondents	35.00	4.0
Practice Manager 9 Responding	3 – 5 Years	33.62	n/a
	Greater than 15 Years	34.70	n/a
	All Respondents	32.24	4.0
Student 8 Responding	All Respondents	17.25	2.0

Table 1. Median hourly wage and weeks of vacation stratified by type of employee and years employed.

Hourly Wage by Area – Registered Technologist and Non-Registered Assistant

Area	Registered Technologist		Non-Registered Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Annapolis Valley (Annapolis, Kings & Hants County)	26.51	16	22.13	18
Cape Breton (Inverness, Richmond, Cape Breton & Victoria County)	n/a	n/a	20.00	3
Halifax County (Not including Metropolitan Halifax)	29.00	11	n/a	1
Metropolitan Halifax (Cities of Halifax, Dartmouth and Lower Sackville)	27.84	26	20.00	36
North Shore (Colchester, Cumberland, Pictou, Guysborough & Antigonish County)	25.52	24	21.40	42
Southern (Shelburne, Yarmouth, Digby, Queens & Lunenburg County)	24.85	4	21.00	3

Table 2. Registered Technologist and Non-Registered Assistant median hourly wage stratified by area of the province.**Hourly Wage by Area – Receptionist and Kennel Assistant**

Area	Receptionist		Kennel Assistant	
	Median Wage (\$)	# Responding	Median Wage (\$)	# Responding
Annapolis Valley (Annapolis, Kings & Hants County)	18.59	20	n/a	1
Cape Breton (Inverness, Richmond, Cape Breton & Victoria County)	n/a	n/a	n/a	n/a
Halifax County (Not including Metropolitan Halifax)	19.00	11	n/a	n/a
Metropolitan Halifax (Cities of Halifax, Dartmouth and Lower Sackville)	18.50	31	19.13	6
North Shore (Colchester, Cumberland, Pictou, Guysborough & Antigonish County)	20.00	25	16.50	4
Southern (Shelburne, Yarmouth, Digby, Queens & Lunenburg County)	20.50	7	n/a	n/a

Table 3. Receptionist and Kennel Assistant median hourly wage stratified by area of the province.

Year-Over-Year Comparison

Employee Type	2024 Median Hourly Wage	2025 Median Hourly Wage	Change
Receptionist	18.50	19.00	3%
Registered Technologist	26.00	24.60	-5%
Non-Registered Assistant	21.00	20.25	-4%
Kennel Assistant	15.35	16.50	7%
Office Manager	28.50	25.07	-12%
Practice Manager	34.00	32.24	-5%

Table 4. Median hourly wage, stratified by type of employee, for 2024 and 2025.

Health and Dental Insurance

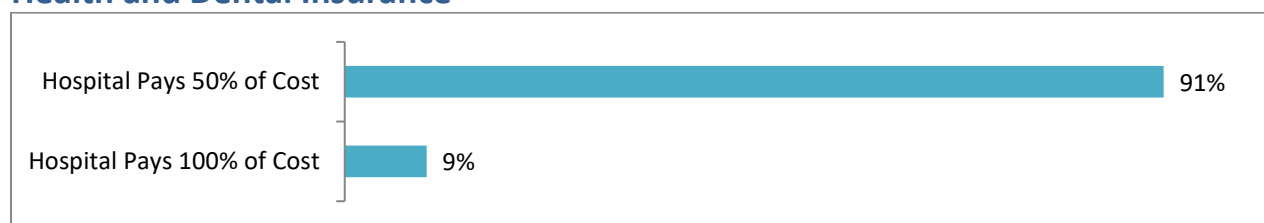


Figure 1. Hospital's share of health and dental insurance for non-DVM staff.

The majority of responding veterinary hospitals (92%) indicated that they provided this benefit to their non-DVM staff. The most common arrangement, at 91%, was for the hospital to pay half of the cost of this insurance.

Veterinary Care Discounts

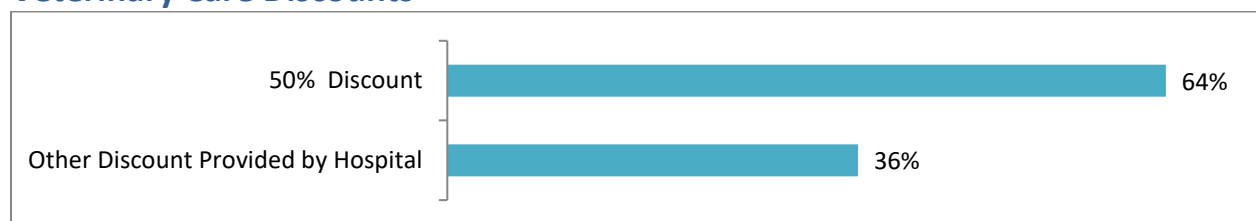


Figure 2. Veterinary care discounts for non-DVM staff.

All hospitals offered some form of veterinary care discount to staff with the largest group (68%) offering a 50% discount. Other discount options included cost of materials.

Veterinary Product Discounts

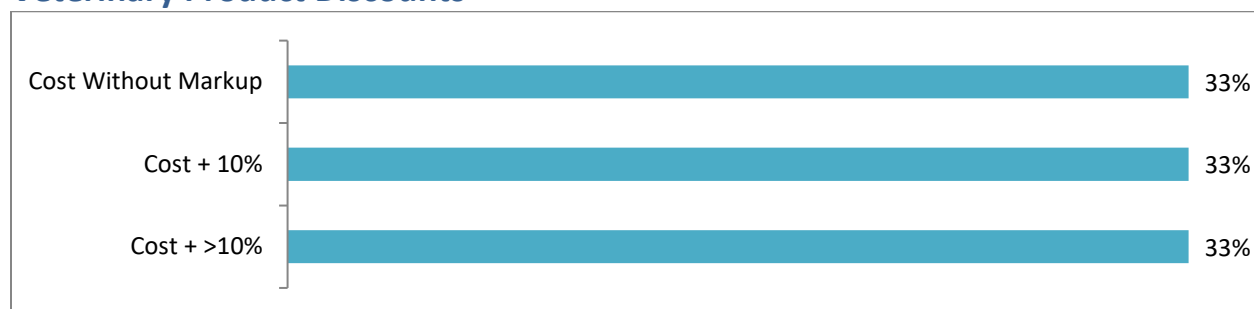


Figure 3. Veterinary product discounts for non-DVM staff.

Results were evenly split with one third of hospitals providing veterinary products at cost without markup and another third offering products at cost plus 10% or more. The final third offered products at cost plus a markup higher than 10%.

Voluntary Association Dues

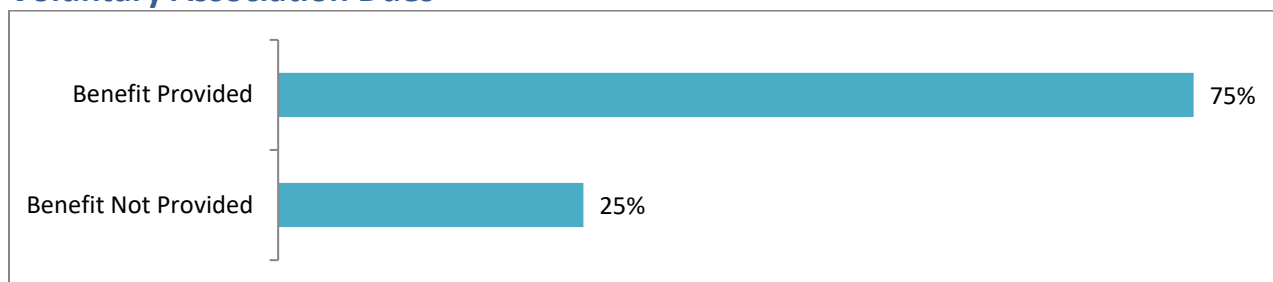


Figure 4. Percentage of veterinary hospitals providing reimbursement of voluntary association dues for non-DVM staff.

Three quarters of responding veterinary hospitals (75%) indicated that they provided non-DVM staff with reimbursement for their voluntary association dues. Of those hospitals that provided this benefit, all indicated that they covered the cost of voluntary association dues in full.

License/Certification

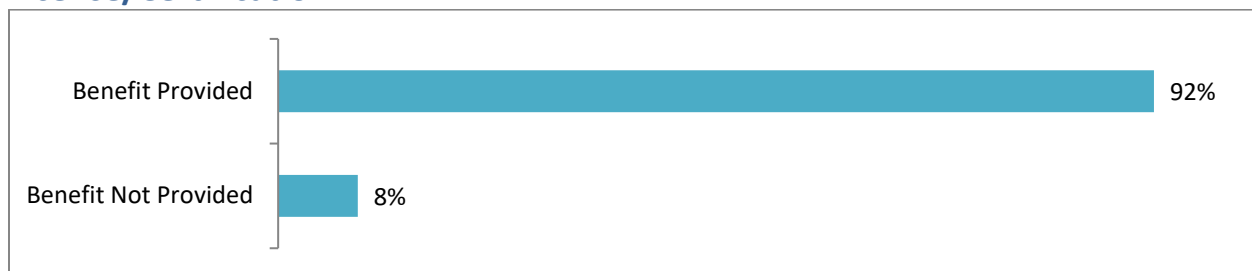


Figure 5. Percentage of veterinary hospitals providing reimbursement of license/certification cost for non-DVM staff.

Nearly all responding veterinary hospitals (92%) provided non-DVM staff with reimbursement for license/certification. All those providing this benefit did so by paying for the cost of licensure or certification in full.