


RAVA



**Roseworthy
Veterinary
Alumni** 

South Australian Workforce Survey

Inspired by the Australian Veterinary Association
Workforce Survey Salary Integration

Analysis by Dr Mitchell Graham BSc DVM

**make
history.**

This remuneration analysis was inspired by the Australian Veterinary Association Workforce Survey 2021

This document has three aims:

1. To explore the fields in which South Australian Veterinarians are employed in
2. To characterise on what basis South Australian Veterinarians are employed and how many hours they work each week
3. To determine how South Australian Veterinarians are remunerated

A total of 266 South Australian veterinarians responded to this survey, which represents 31.6% of all veterinarians registered in the state. The data presented in this analysis for all veterinarians is statistically significant at 95% confidence interval (n=266).

This remuneration analysis was inspired by the Australian Veterinary Association Workforce Survey 2021

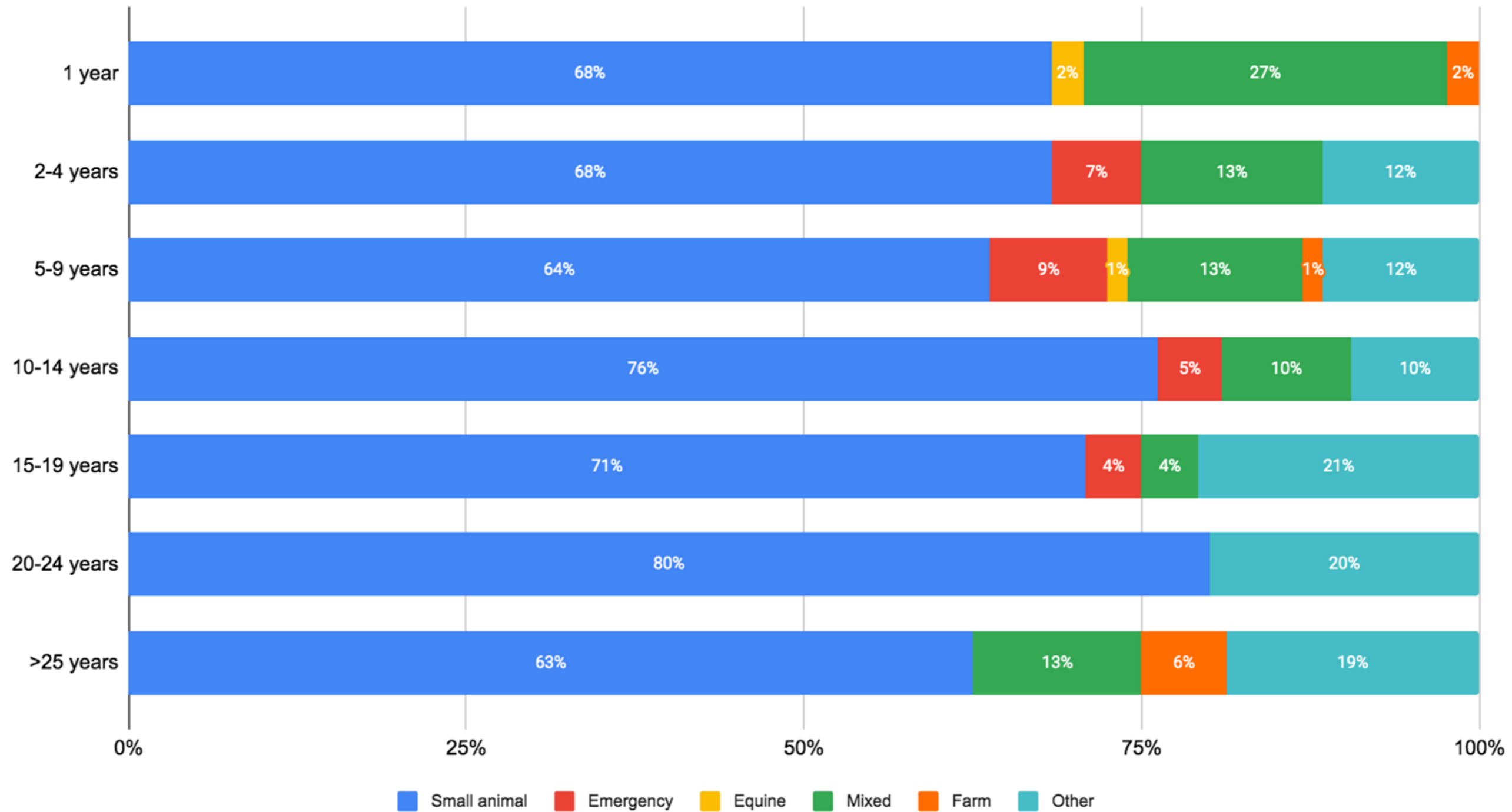
The Australian Veterinary Association (AVA) workforce survey salary integration can be found at:
<https://www.ava.com.au/news/workforce-survey-2021/>

Brief comment on how the data from the South Australian survey compares to that of the national AVA workforce survey will be made throughout this report.

Career Stage

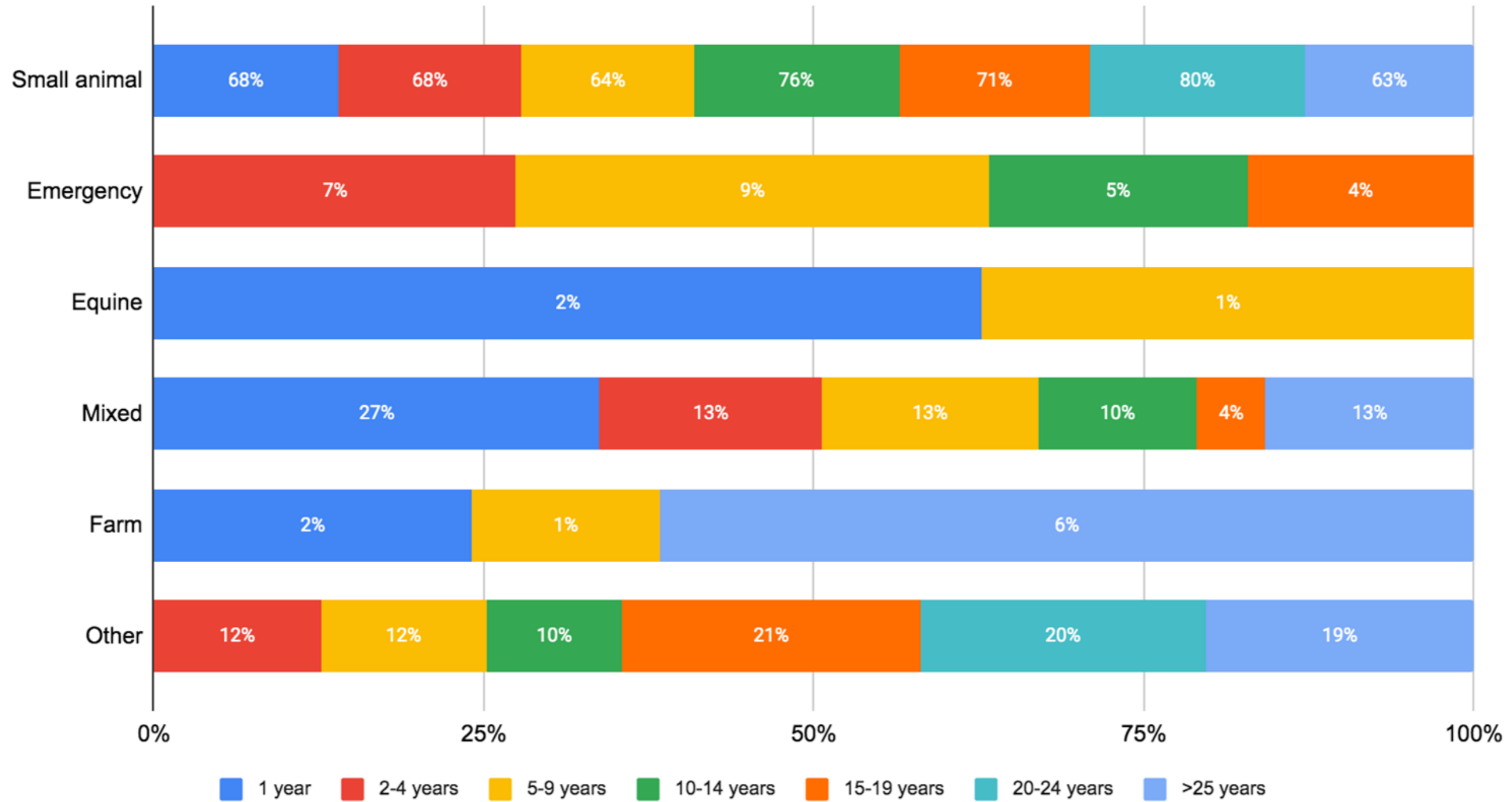
1. Career stage stratified by type of clinical work
2. Career stage stratified by employment type
3. Career stage stratified by salary

CAREER STAGE STRATIFIED BY TYPE OF CLINICAL WORK



*Other employment types include industry, government, pathology, teleadvice

TYPE OF CLINICAL WORK STRATIFIED BY CAREER STAGE



*Other employment types include industry, government, pathology, teleadvice

Raw data

Career stage and type of clinical work

	1 year	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	>25 years	Total
Small animal	28	41	44	16	17	8	10	164
Emergency	0	4	6	1	1	0	0	12
Equine	1	0	1	0	0	0	0	2
Mixed	11	8	9	2	1	0	2	33
Farm	1	0	1	0	0	0	1	3
Other	0	7	8	2	5	2	3	27
Total	41	60	69	21	24	10	16	241*

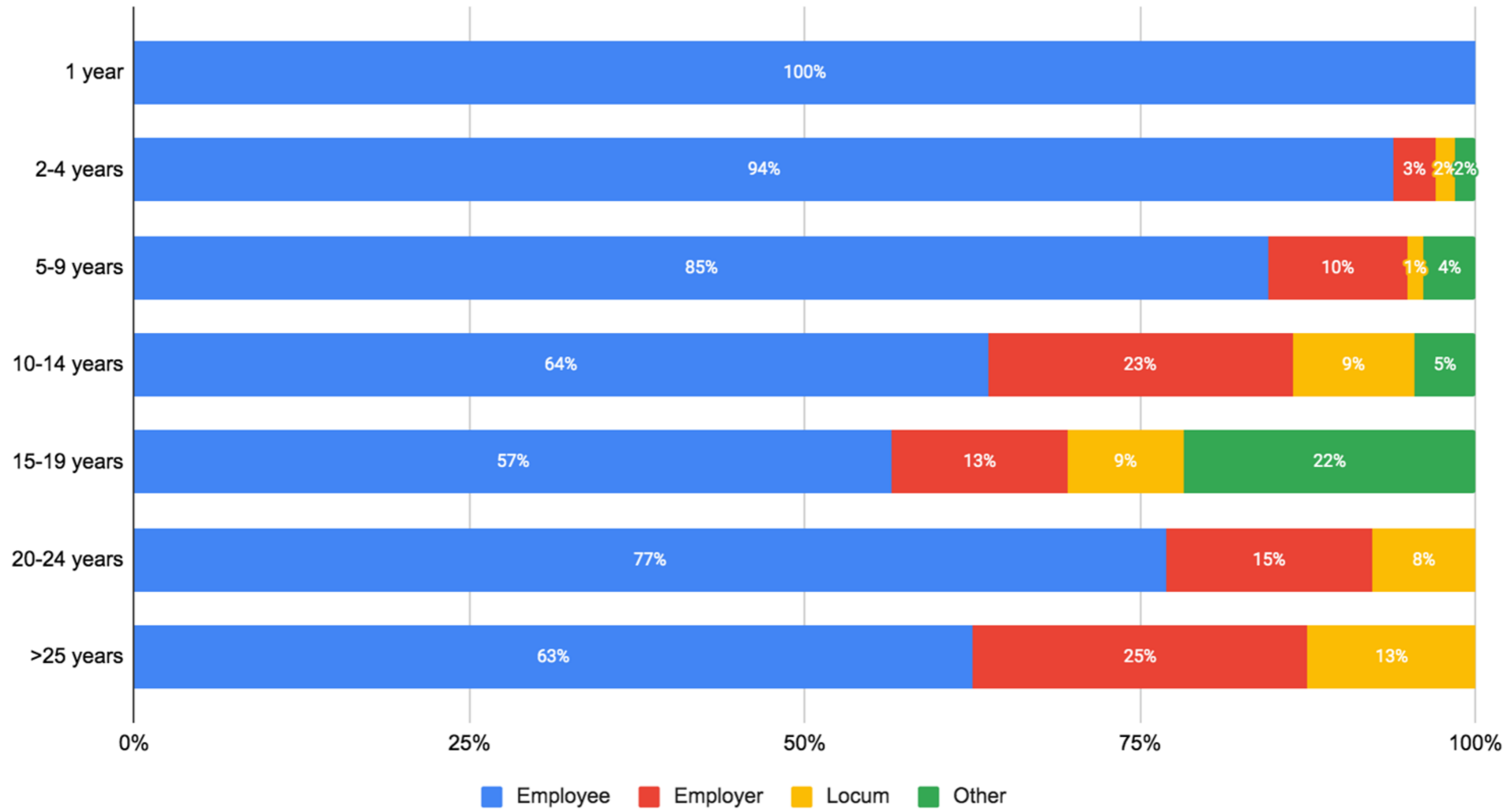
*25 respondents did not specify the type of clinical work

Career stage and type of clinical work

68% of veterinarians in South Australia work in small animal practice and this is a trend that is mirrored on a national level (74%). A similar number of respondents work in emergency practice (4.9% in SA compared to 4.2% nationally) and farm animal practice (1% in SA compared to 2% nationally). Some differences can also be noted. Only 0.8% of respondents work in Equine only practice, a figure that differs greatly from the national survey result of 7%. Furthermore, vets employed in other fields of work in SA was 11.2% compared to 5.7% nationally.

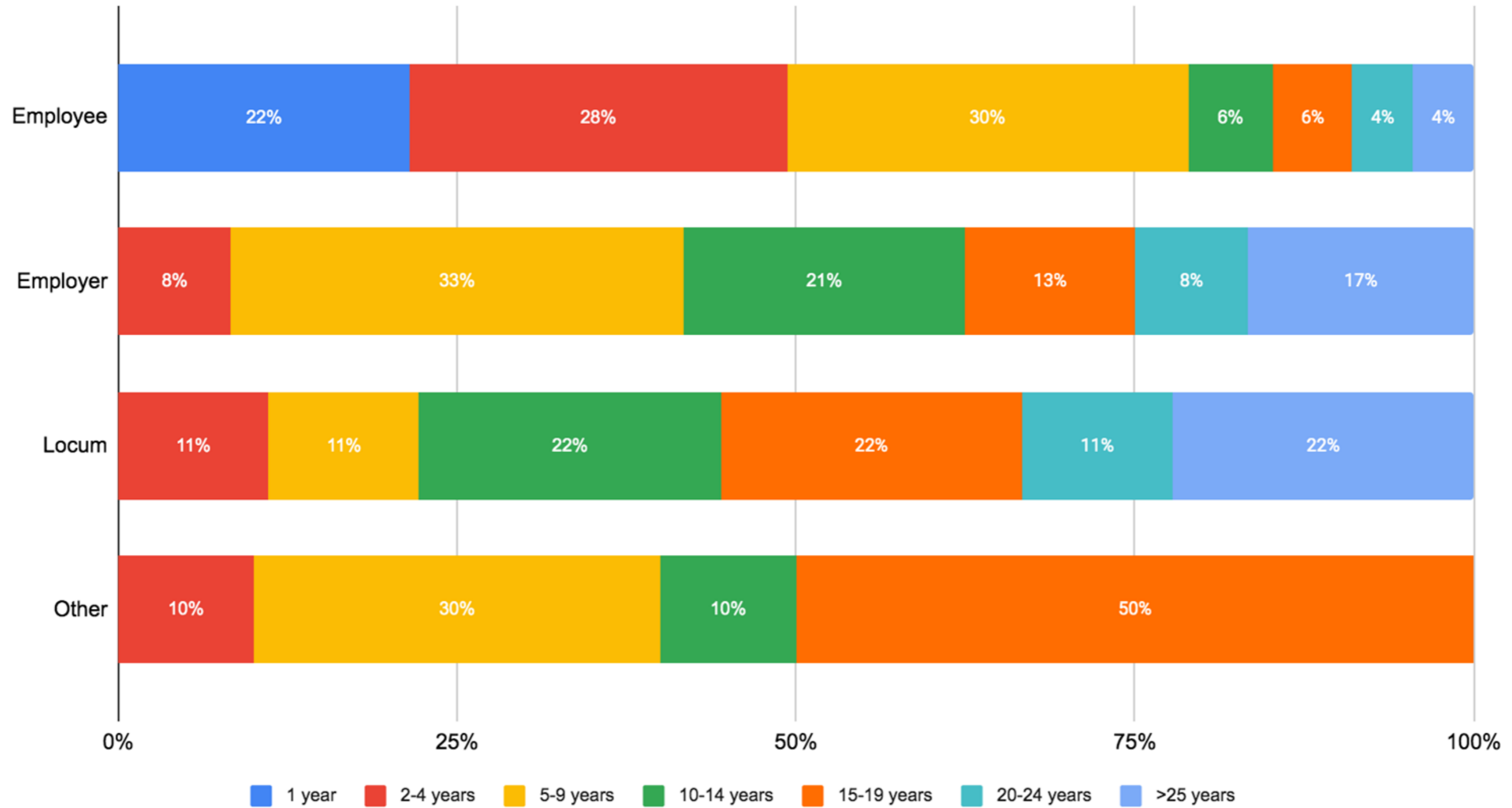
Higher numbers of younger vets are employed in mixed and emergency practice. This number generally decreases with increased years of experience.

CAREER STAGE STRATIFIED BY EMPLOYMENT TYPE



*Other employment types include industry, government, pathology, teleadvice

CAREER STAGE STRATIFIED BY EMPLOYMENT TYPE



*Other employment types include industry, government, pathology, teleadvice

Raw data

Career stage and employment status

Career stage	Employee	Employer	Locum	Other	Total
1 year	48	0	0	0	48
2-4 years	62	2	1	1	66
5-9 years	66	8	1	3	78
10-14 years	14	5	2	1	22
15-19 years	13	3	2	5	23
20-24 years	10	2	1	0	13
>25 years	10	4	2	0	16
Total	223	24	9	10	266

*Other employment types include industry, government, pathology, teleadvice

Career stage and employment type

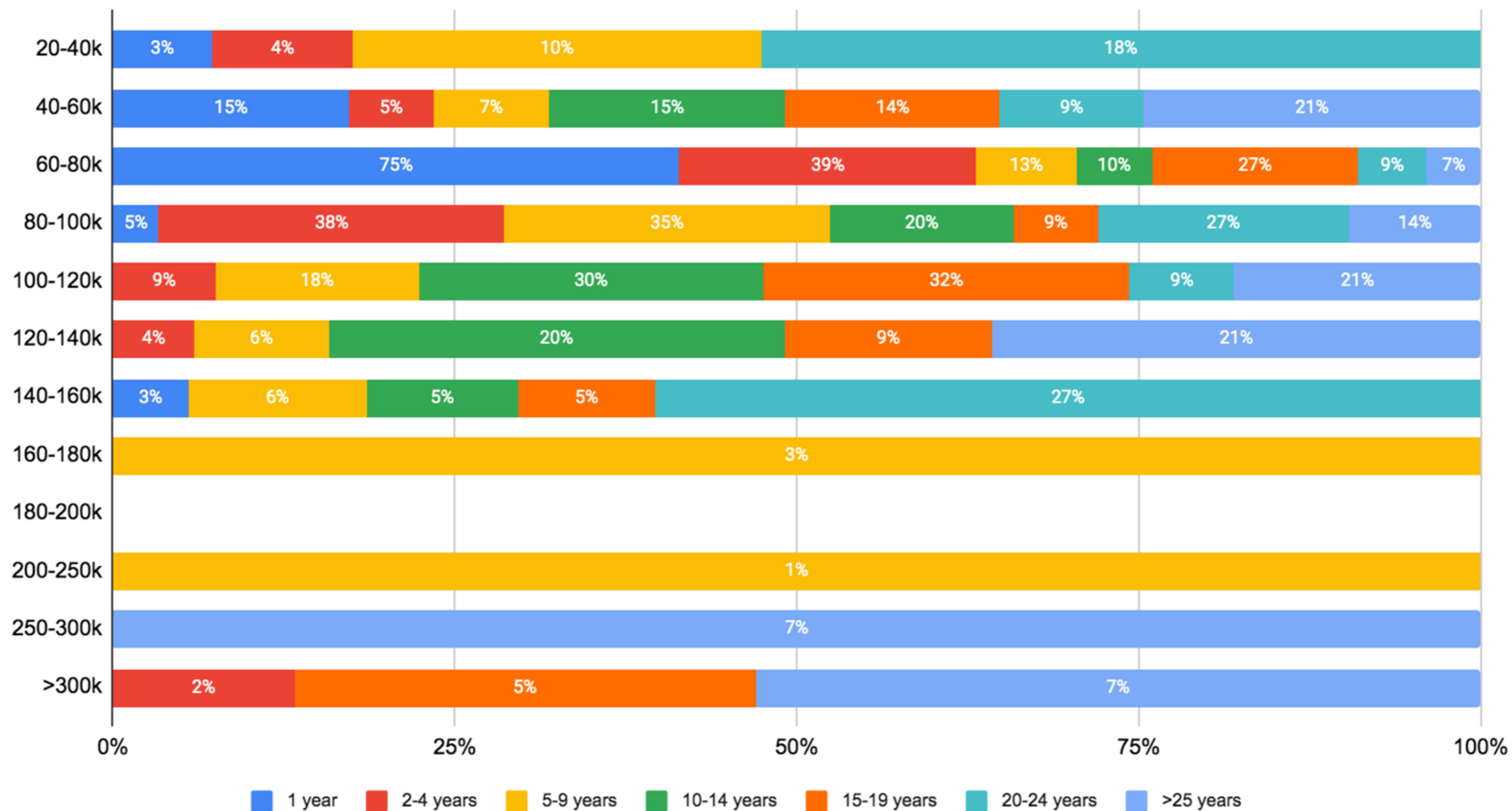
Regardless of career stage, the most common type of employment for SA veterinarians is employee.

The percentage of employer veterinarians generally increases with career stage. The greatest percentage of employer veterinarians are those with over 25 years of experience (25% of all respondents in that category). These findings are similar to those of the national survey. Interestingly, the majority of veterinarians with over 25 years of experience at a national level are employers (56% of respondents in that category).

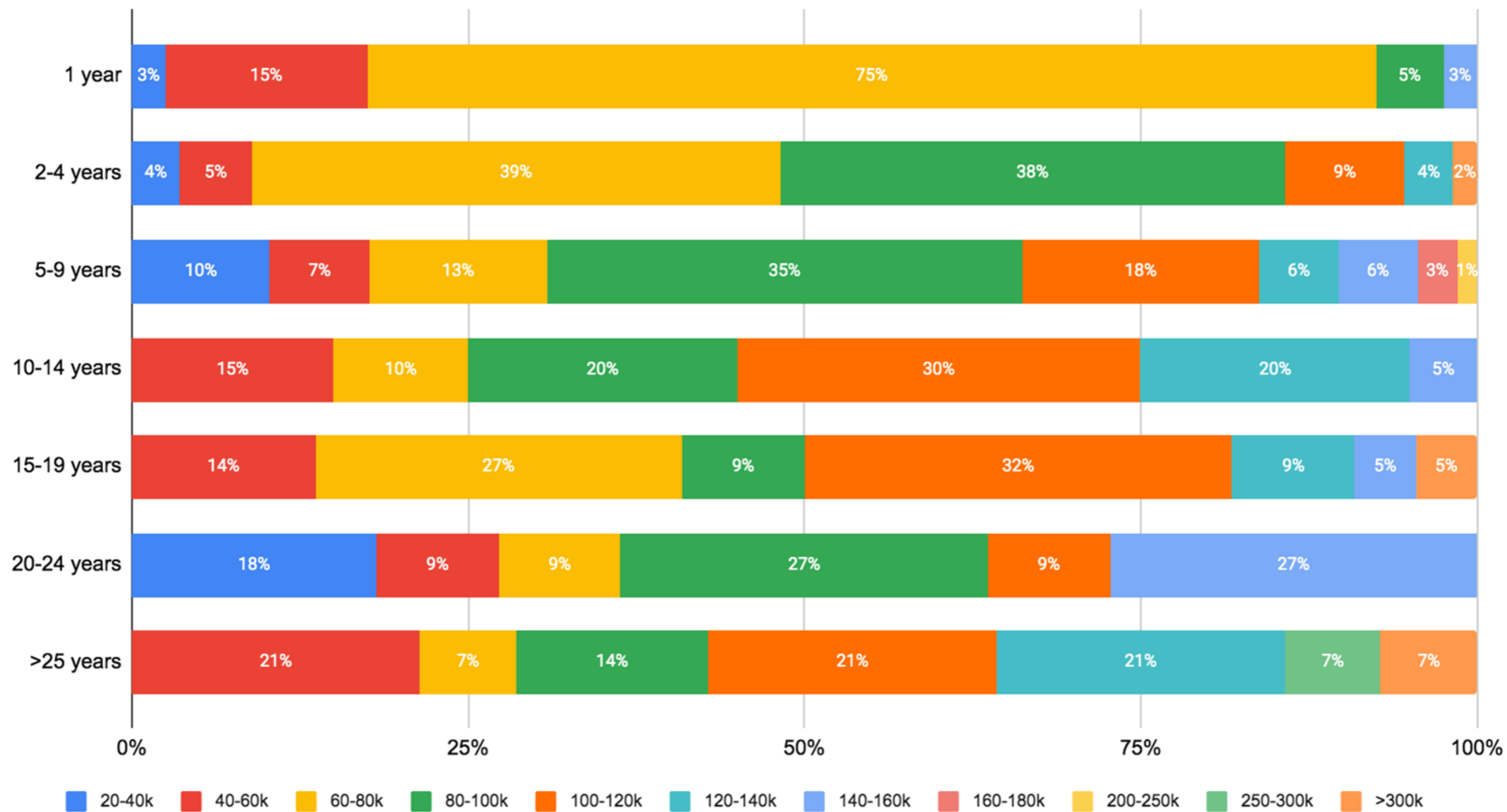
The highest number of employer vets in SA have 5-9 years of experience (33%). This is a figure that greatly differs from the national survey where the majority of employers (59%) were those with over 25 years of experience.

3.4% of SA veterinarians are employed as locums compared to 6.7% of vets nationally.

SALARY STRATIFIED BY CAREER STAGE (ALL TYPES OF CLINICAL WORK)



CAREER STAGE STRATIFIED BY SALARY (ALL TYPES OF CLINICAL WORK)



Career stage and salary

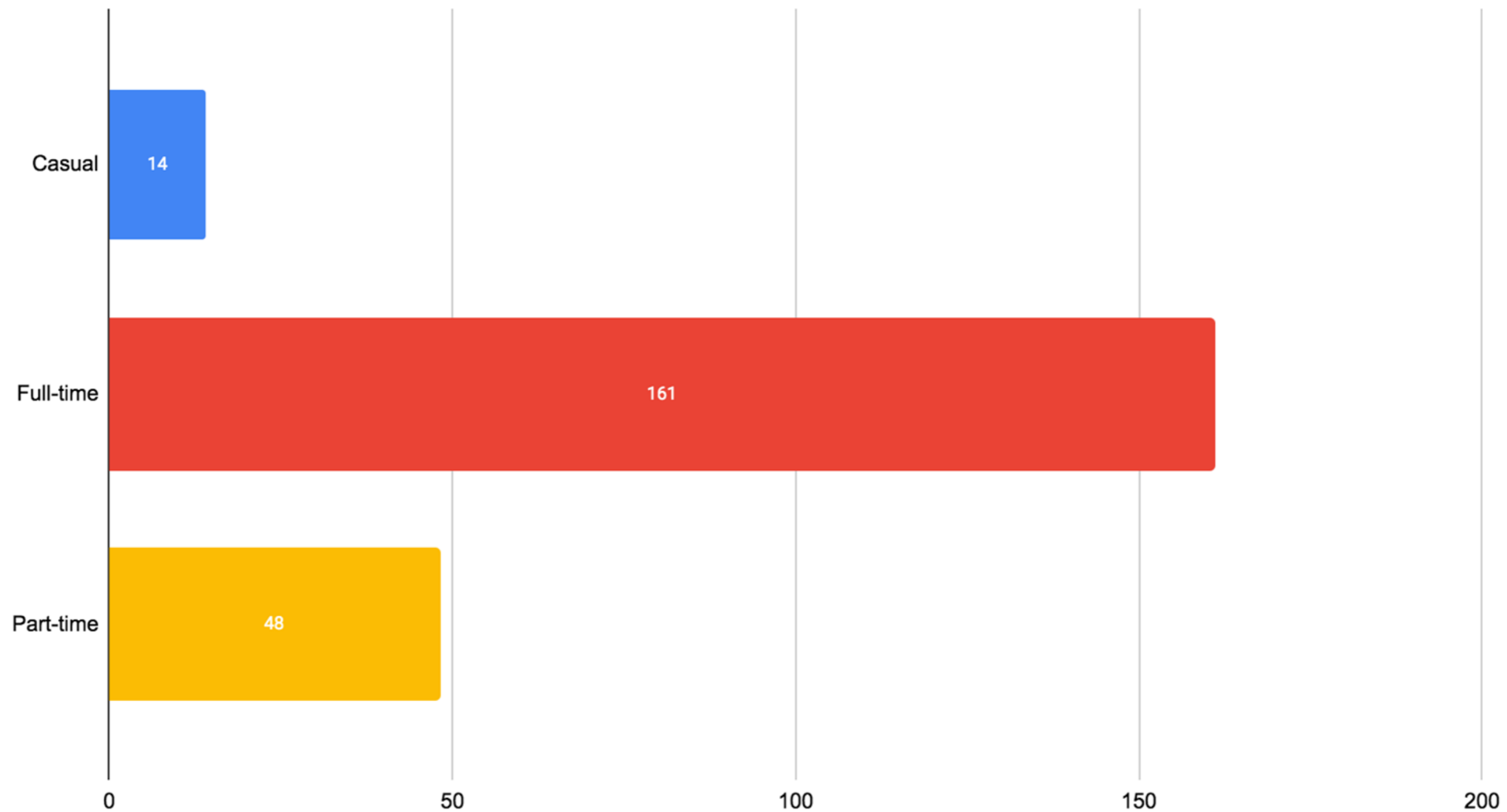
The previous two slides compare salary with career stage for all types of clinical work across all employment types. There is no national data to compare this to.

Interesting to note is that new graduate salaries vary from 20-40k all the way up 140-160k.

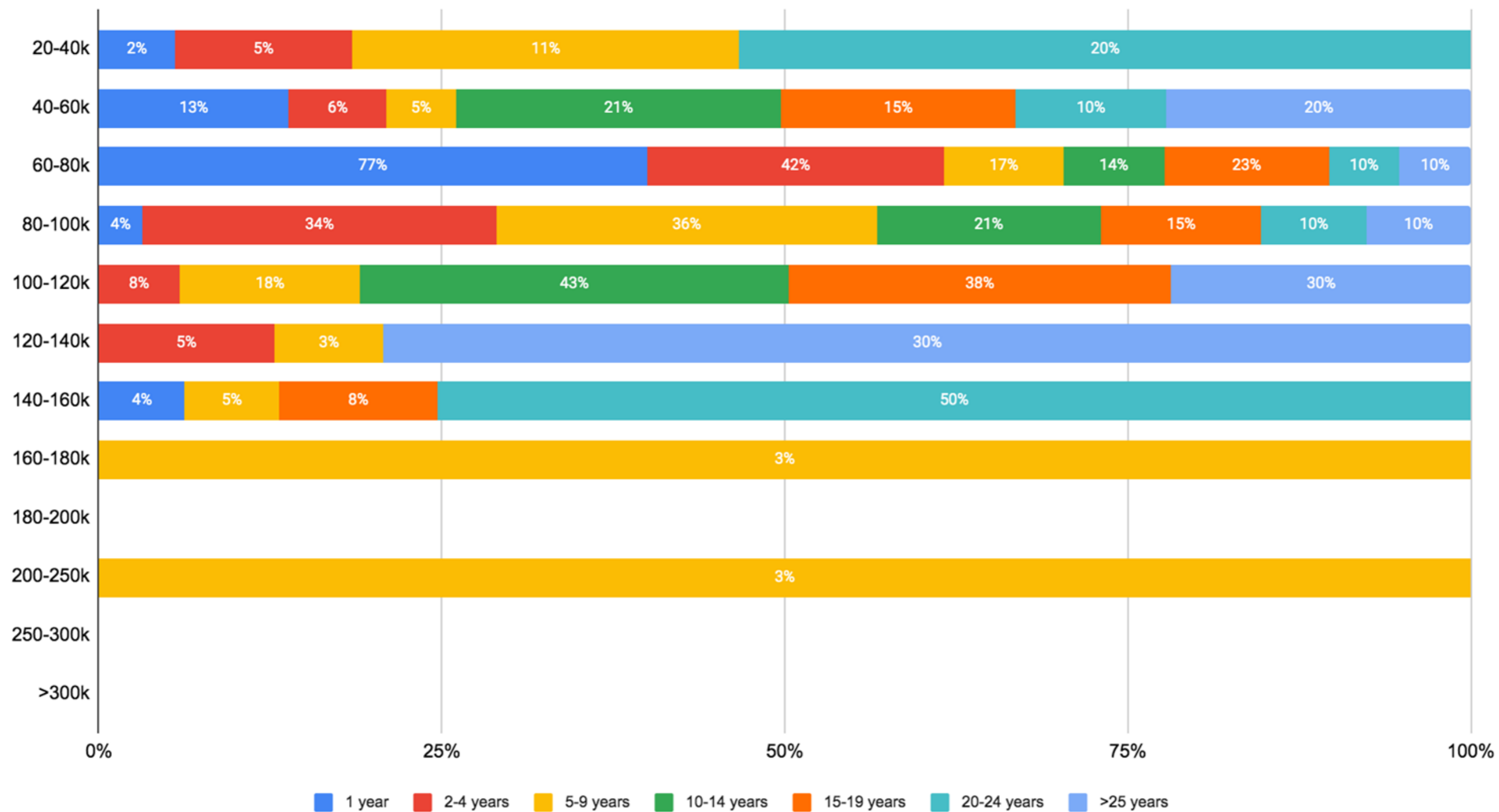
Employees working in a clinical setting (n=223)

1. Employee employment type
2. Employee vet salary stratified by career stage
3. Employee vet salary stratified hours worked
4. Small animal employee vet salary stratified by career stage (n=147)

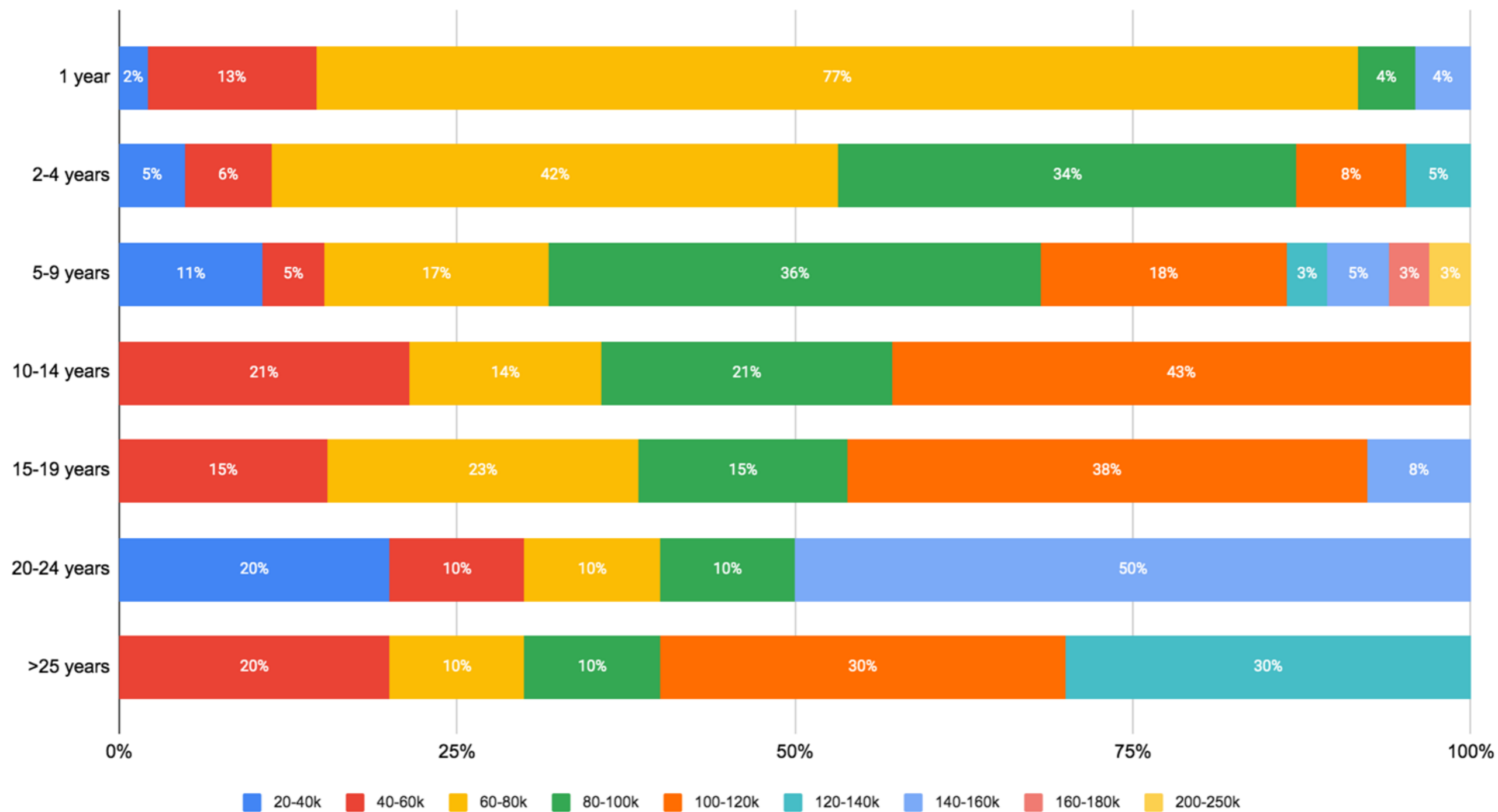
EMPLOYEE VET EMPLOYMENT TYPE



EMPLOYEE VET SALARY STRATIFIED BY CAREER STAGE



EMPLOYEE VET CAREER STAGE STRATIFIED BY SALARY



Employee career stage and salary

The majority of SA vets with less than 5 years of experience are paid 60-80k (77% of new graduates and 42% of vets with 2-4 years of experience). This is also observed at a national level (41% of new graduates and 49% of vets with 2-4 years of experience).

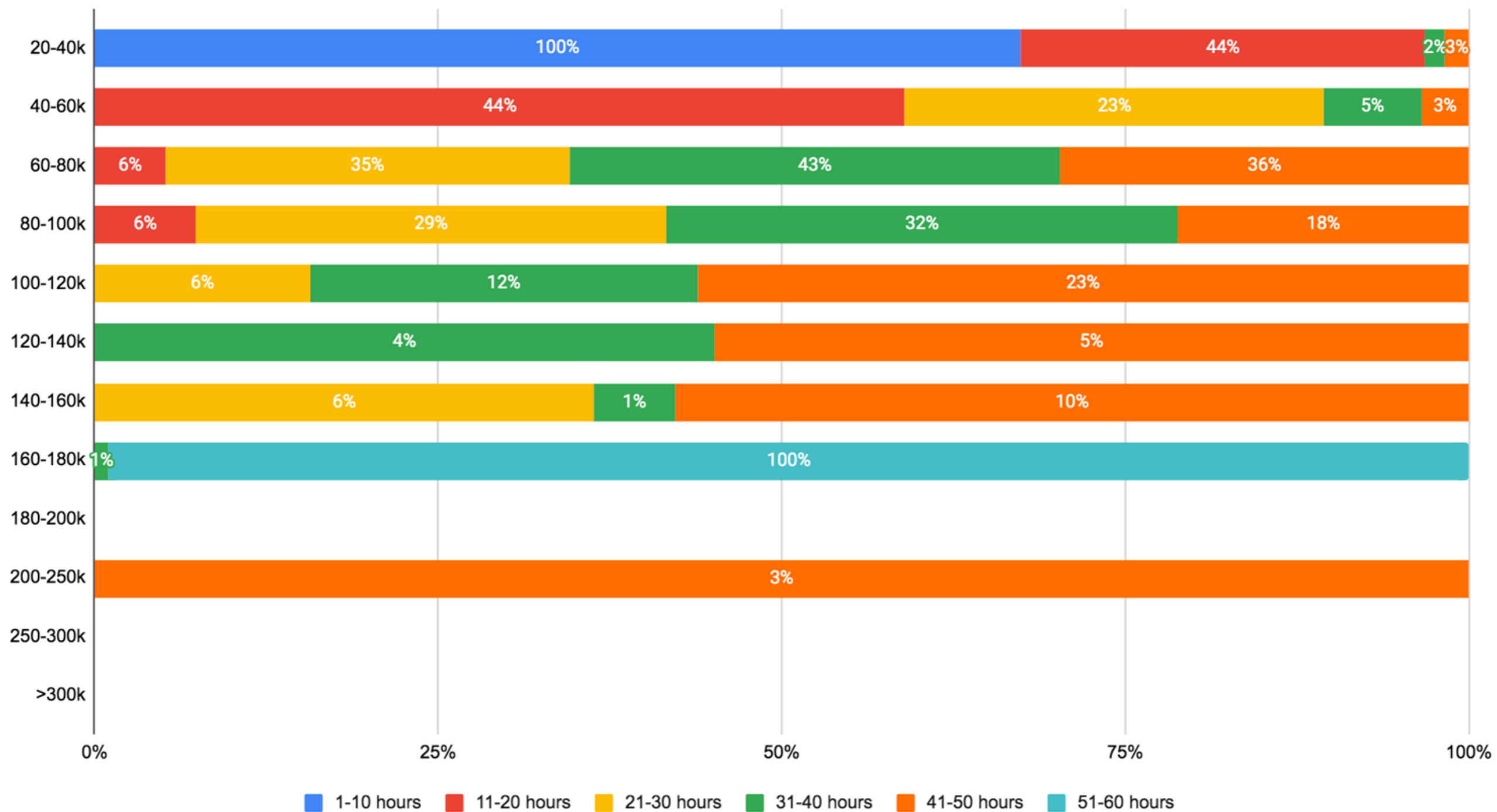
Only 15% of SA new graduates are paid less than 60k which differs greatly from the national result of 50%*.

The majority of SA vets with 5-9 years of experience are paid 80-100k (36%), the same trend is observed at a national level (35%).

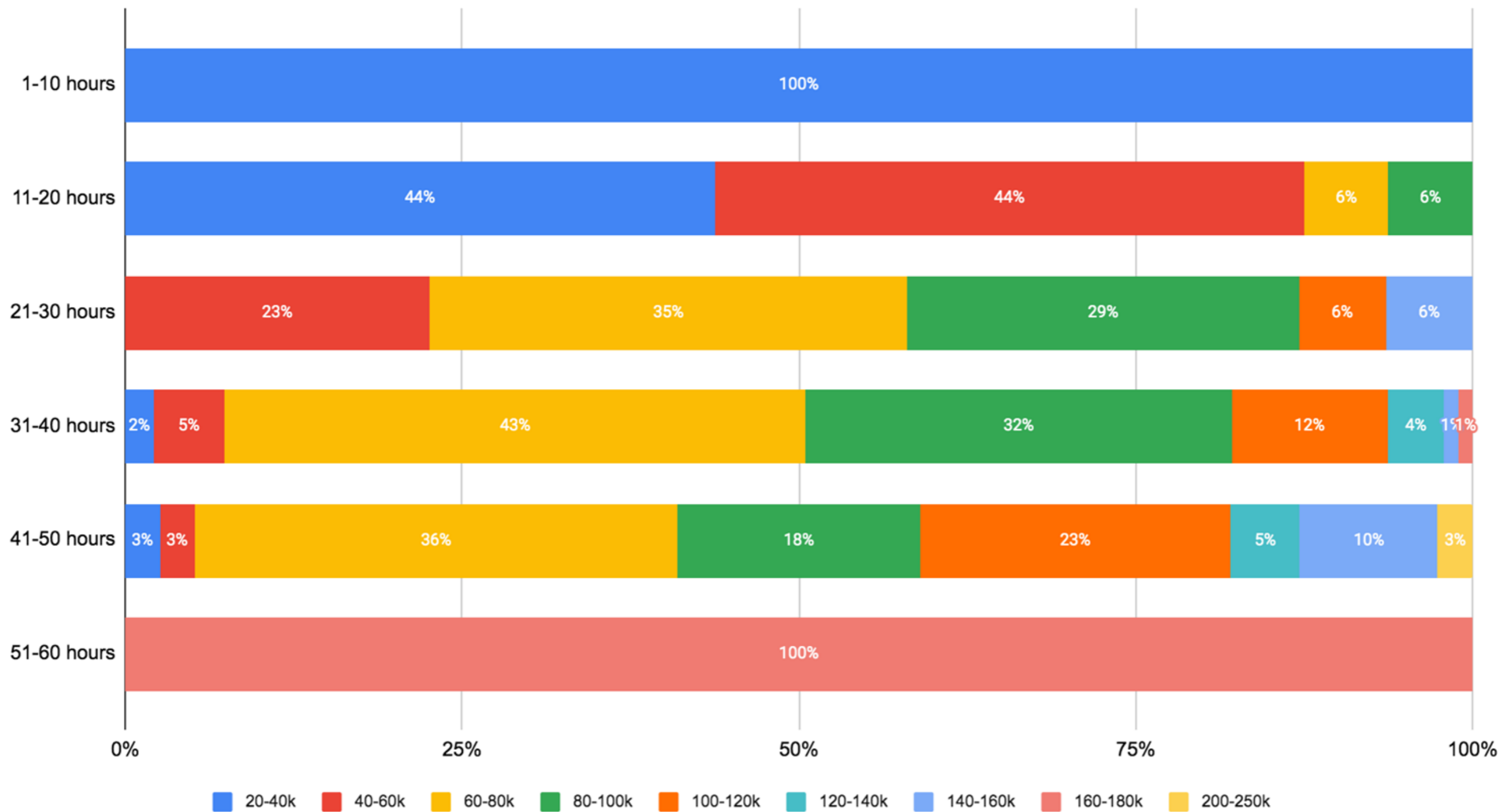
Only 24.2% of vets (54 vets total) earn more than 100k, the most common career stage this figure is found within is those with 5-9 years of experience.

*The AVA workforce survey only has data from 44 new graduates so these figures may not be representative.

EMPLOYEE VETS SALARY STRATIFIED BY HOURS (ALL CAREER STAGES)



EMPLOYEE VET HOURS STRATIFIED BY SALARY (ALL CAREER STAGES)



Raw data: salary/hours

All employees

Salary	Hours worked					
	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
20-40k	2	7	0	2	2	0
40-60k	0	7	7	5	2	0
60-80k	0	1	11	41	28	0
80-100k	0	1	9	30	14	0
100-120k	0	0	2	11	18	0
120-140k	0	0	0	4	4	0
140-160k	0	0	2	1	8	0
160-180k	0	0	0	1	0	1
180-200k	0	0	0	0	0	0
200-250k	0	0	0	0	2	0
250-300k	0	0	0	0	0	0
>300k	0	0	0	0	0	0

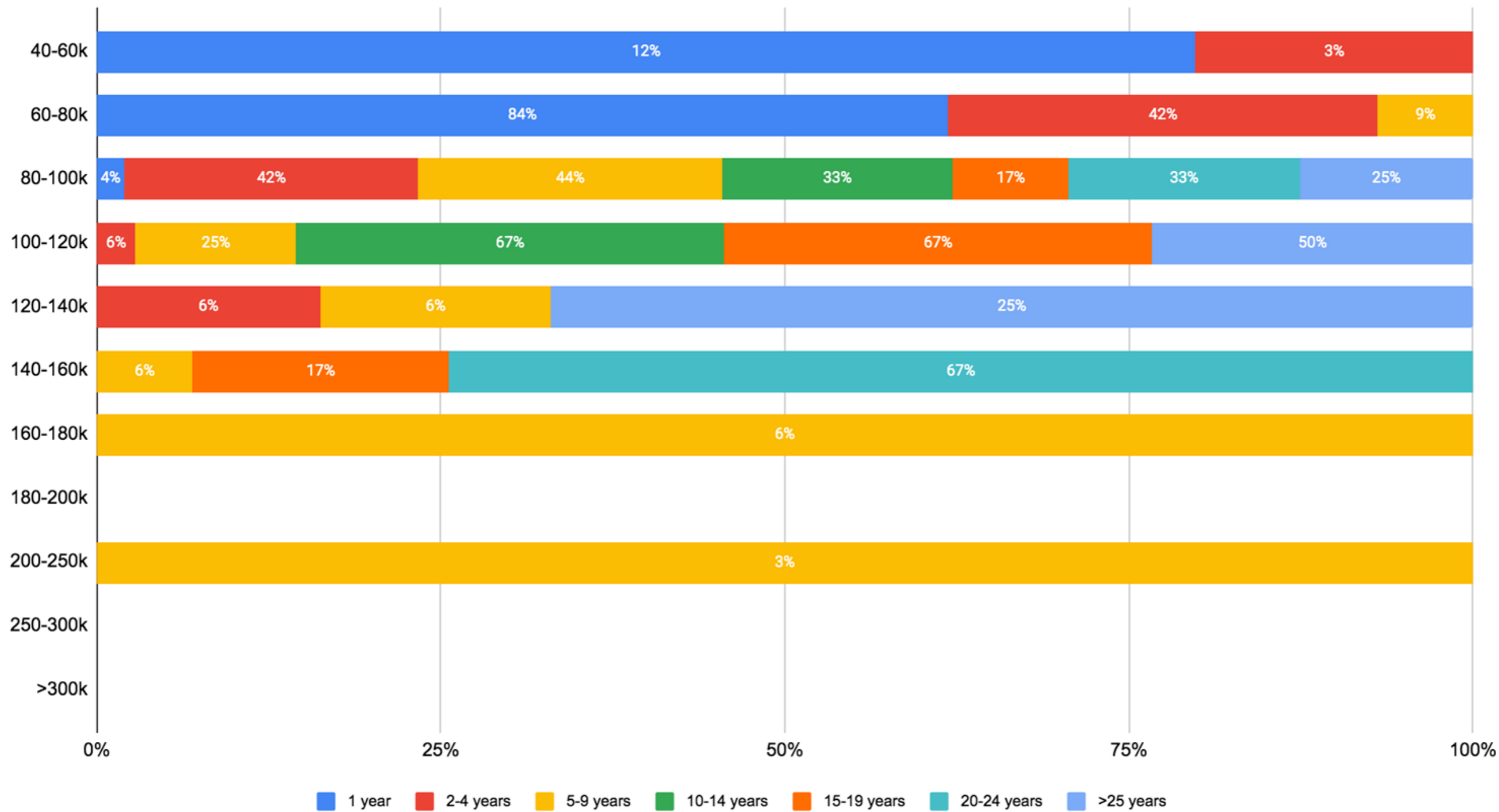
Employee salary and hours worked

26.9% of SA vets are employed on a part-time or casual basis and work less than 31 hours per week. This is similar to the national level of 24%.

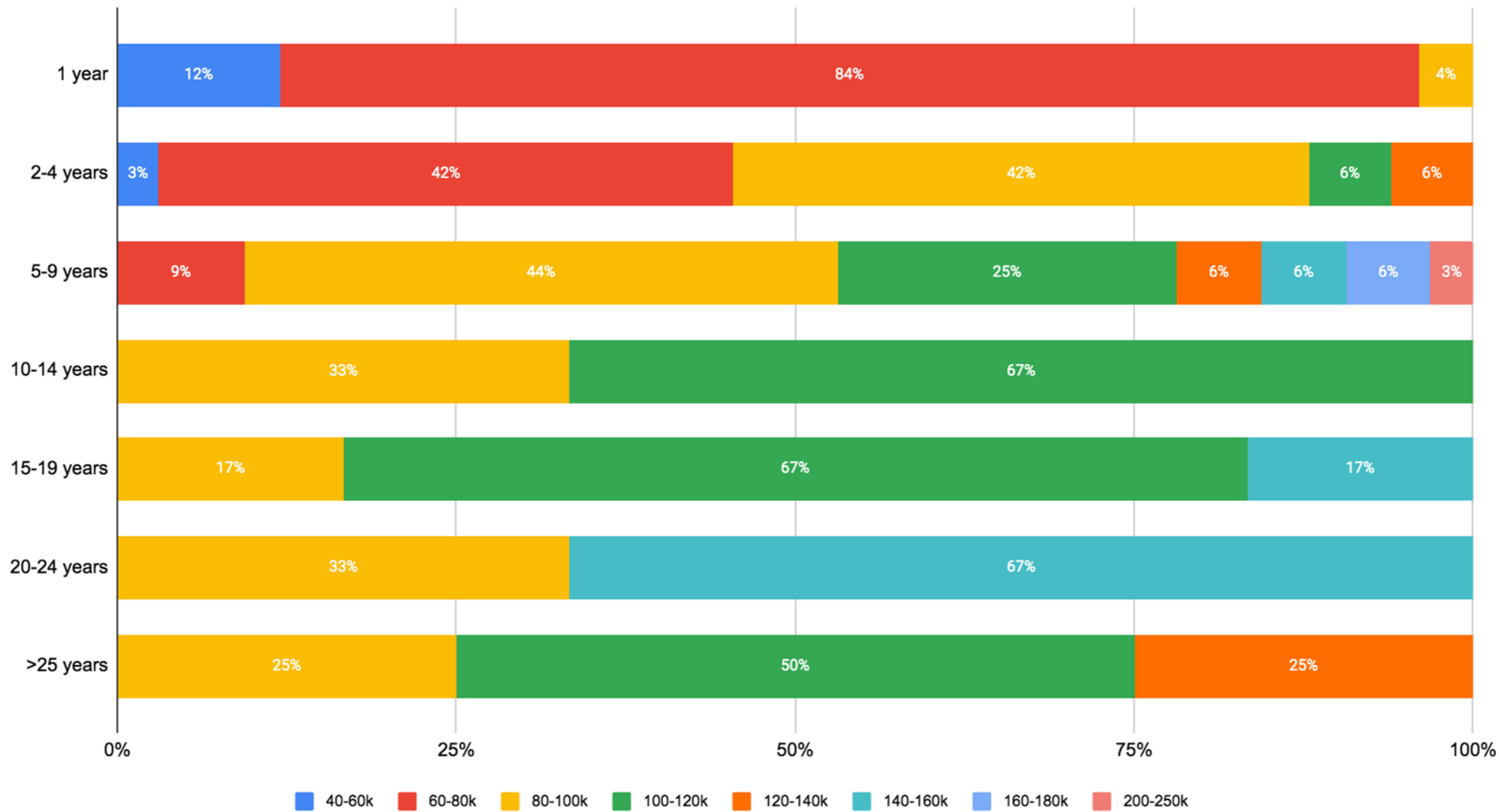
The majority of part-time employed vets that work less than 31 hours per week earn 60-80k, while the majority of those who are employed casually earn 80-100k.

49% of vets that work 31-40 hours earn more than 80k while 59% of vets that work 41-50 hours earn more than 80k. At a national level, 52% of vets that work 31-40 or 41-50 hours earn more than 80k. Only 2 (0.89%) employees earn more than 200k, both work 41-50 hours. This is similar to the national level (0.74%).

SMALL ANIMAL EMPLOYEE FULL-TIME VETS SALARY STRATIFIED BY CAREER STAGE



SMALL ANIMAL EMPLOYEE FULL-TIME VETS CAREER STAGE STRATIFIED BY SALARY



Small animal employee vet salary

88% of SA new graduates are being paid 60k or more. This compares favourably with the national figure of 50%*.

55% of SA vets with 2-4 years of experience and 91% of vets with 5-9 years of experience earn more than 80k. All vets with more than 10 years of experience earn more than 80k.

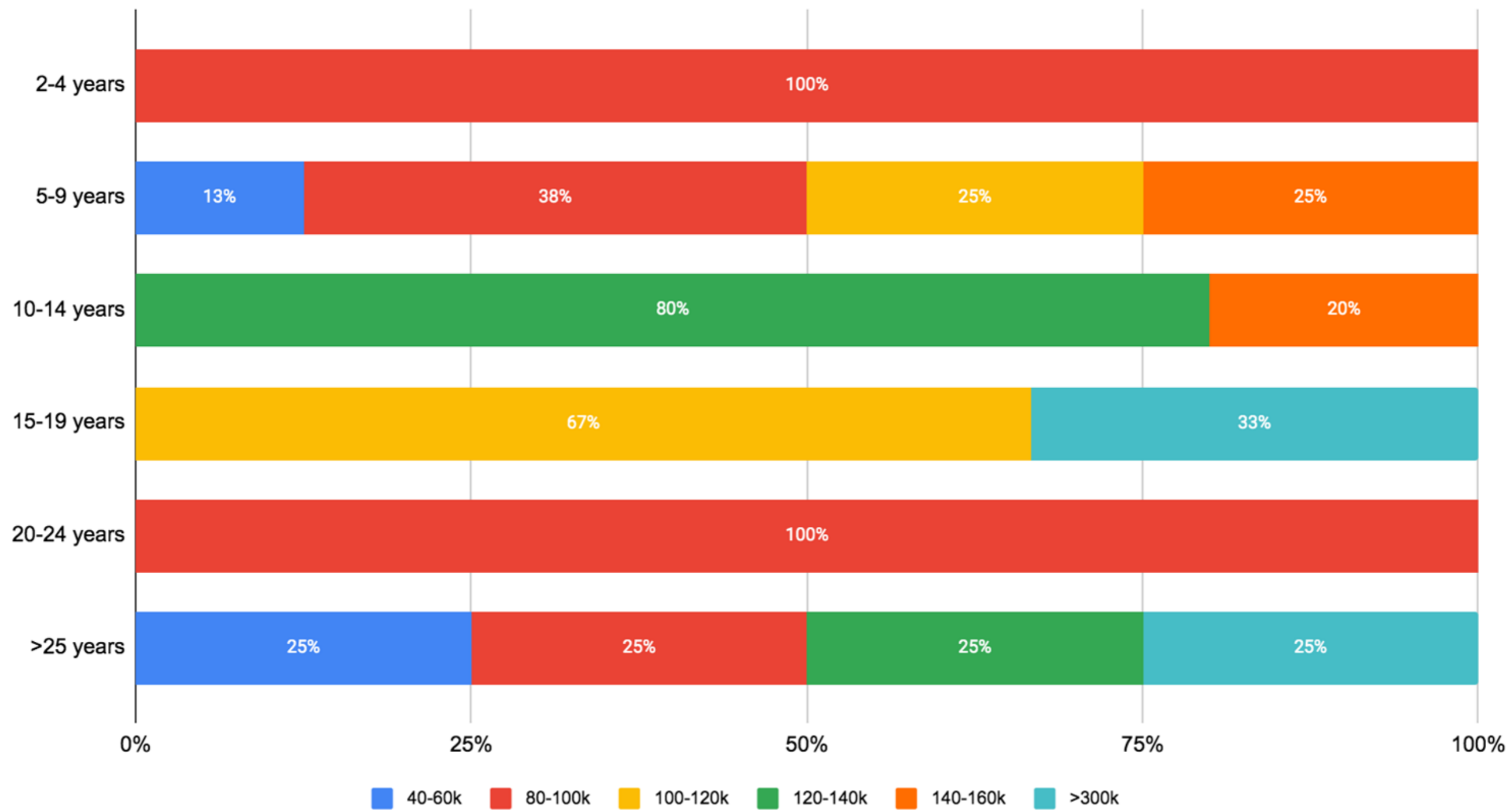
30% of all small animal vets earn 100k or more. The majority of them have 5-9 years of experience.

*The AVA workforce survey only has data from 44 new graduates so these figures may not be representative.

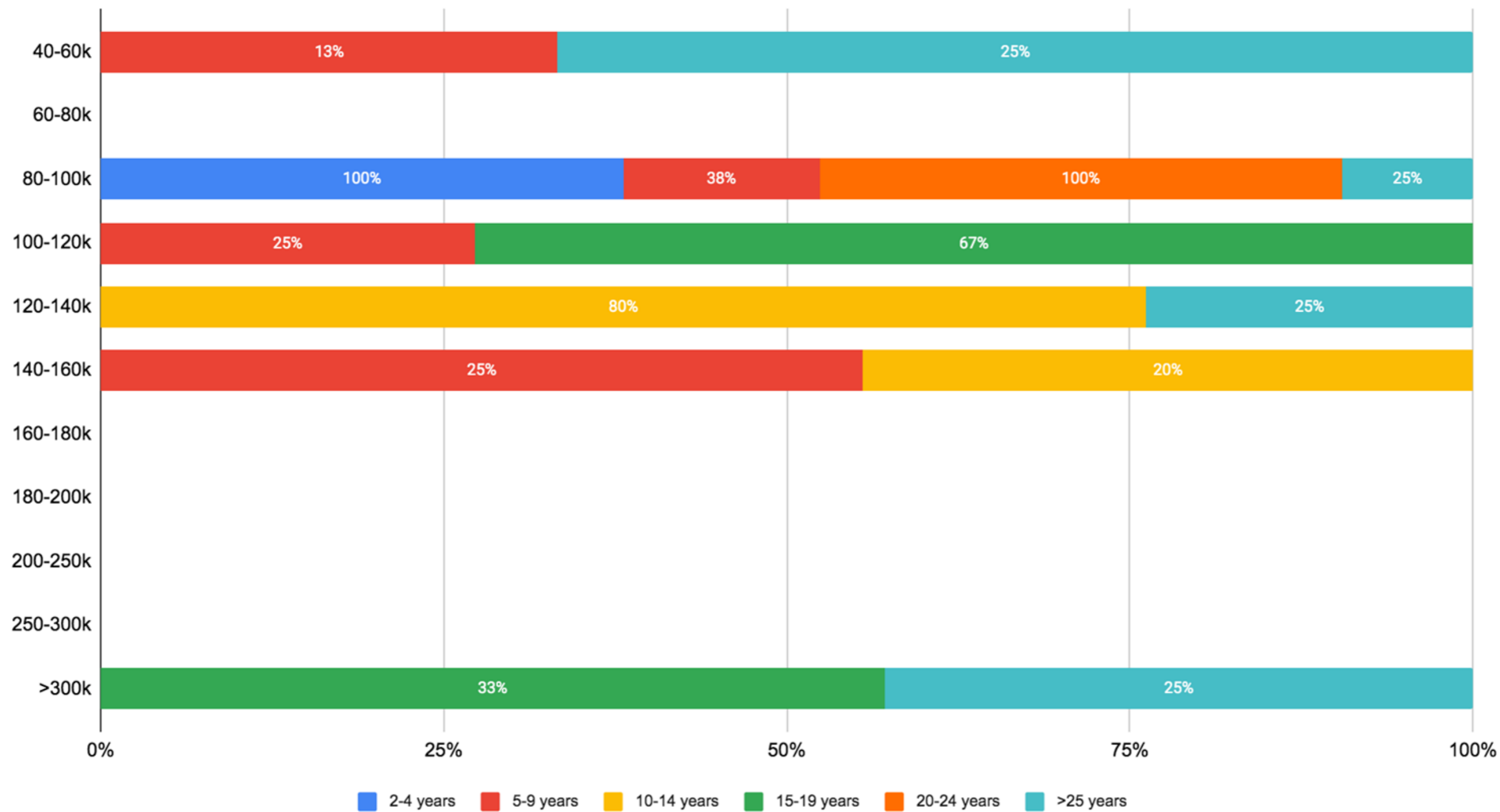
Employers working in a clinical setting (n=24)

1. Employer salary stratified by career stage
2. Employer salary stratified by hours

EMPLOYER CAREER STAGE STRATIFIED BY SALARY



EMPLOYER SALARY STRATIFIED BY CAREER STAGE

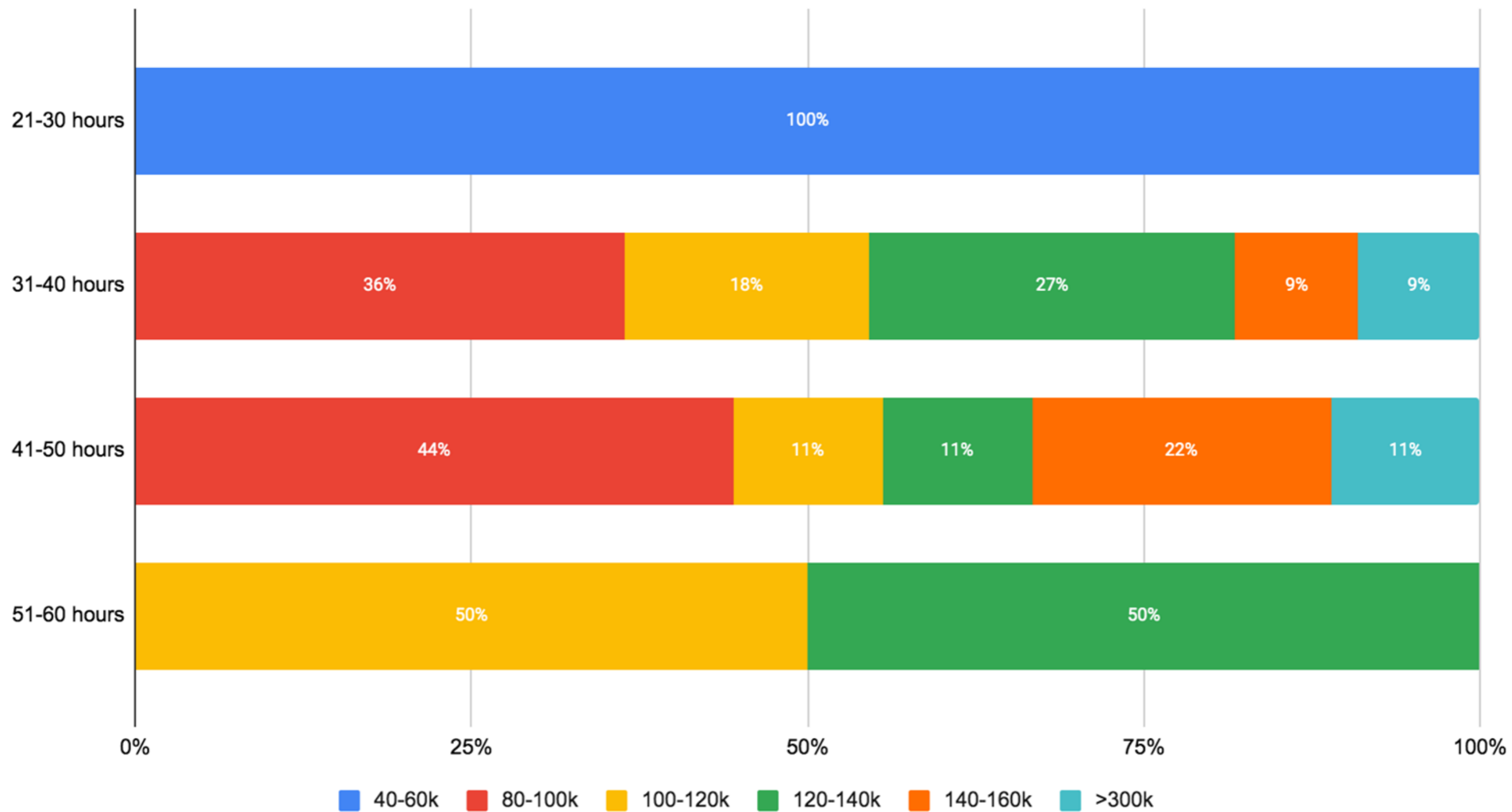


Raw data: salary/hours

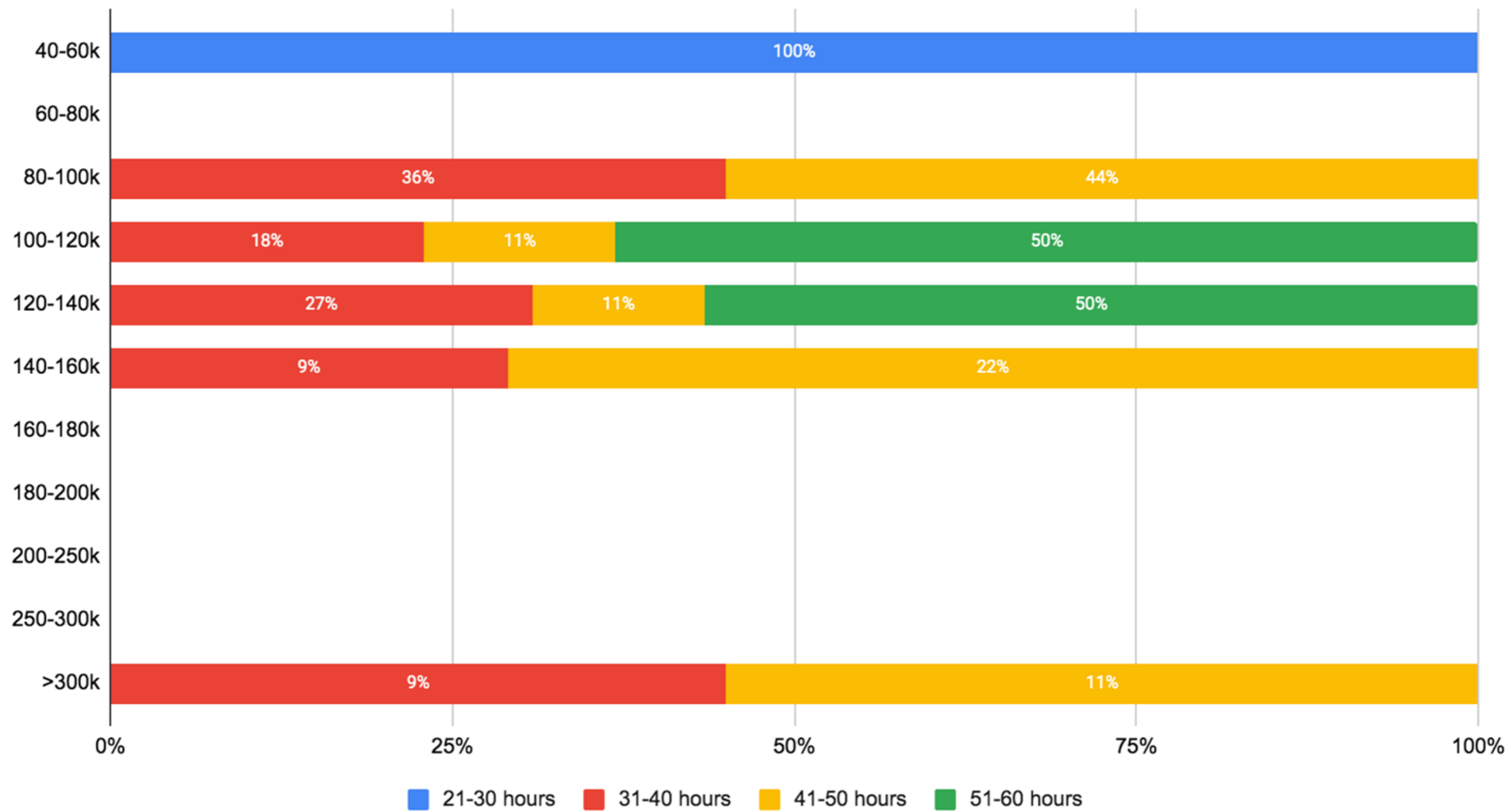
All employers

Salary	Career Stage							Total
	1 year	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	>25 years	
20-40k	0	0	0	0	0	0	0	0
40-60k	0	0	1	0	0	0	1	2
60-80k	0	0	0	0	0	0	0	0
80-100k	0	2	3	0	0	2	1	8
100-120k	0	0	2	0	2	0	0	4
120-140k	0	0	0	4	0	0	1	5
140-160k	0	0	2	1	0	0	0	3
160-180k	0	0	0	0	0	0	0	0
180-200k	0	0	0	0	0	0	0	0
200-250k	0	0	0	0	0	0	0	0
250-300k	0	0	0	0	0	0	0	0
>300k	0	0	0	0	1	0	1	2

EMPLOYER VET HOURS STRATIFIED BY SALARY (ALL CAREER STAGES)



EMPLOYER VET SALARY STRATIFIED BY HOURS (ALL CAREER STAGES)



Raw data: salary/hours

All employers

Salary	Hours worked					
	1-10 hours	11-20 hours	21-30 hours	31-40 hours	41-50 hours	51-60 hours
20-40k	0	0	0	0	0	0
40-60k	0	0	1	0	0	0
60-80k	0	0	0	0	0	0
80-100k	0	0	0	4	4	0
100-120k	0	0	0	2	1	1
120-140k	0	0	0	3	1	1
140-160k	0	0	0	1	2	0
160-180k	0	0	0	0	0	0
180-200k	0	0	0	0	0	0
200-250k	0	0	0	0	0	0
250-300k	0	0	0	0	0	0
>300k	0	0	0	1	1	0

Employer vet salary

The most common salary for an SA employer vet is 80-100k (33.3%). This is also the most prevalent salary category for employer vets across Australia (17.9%).

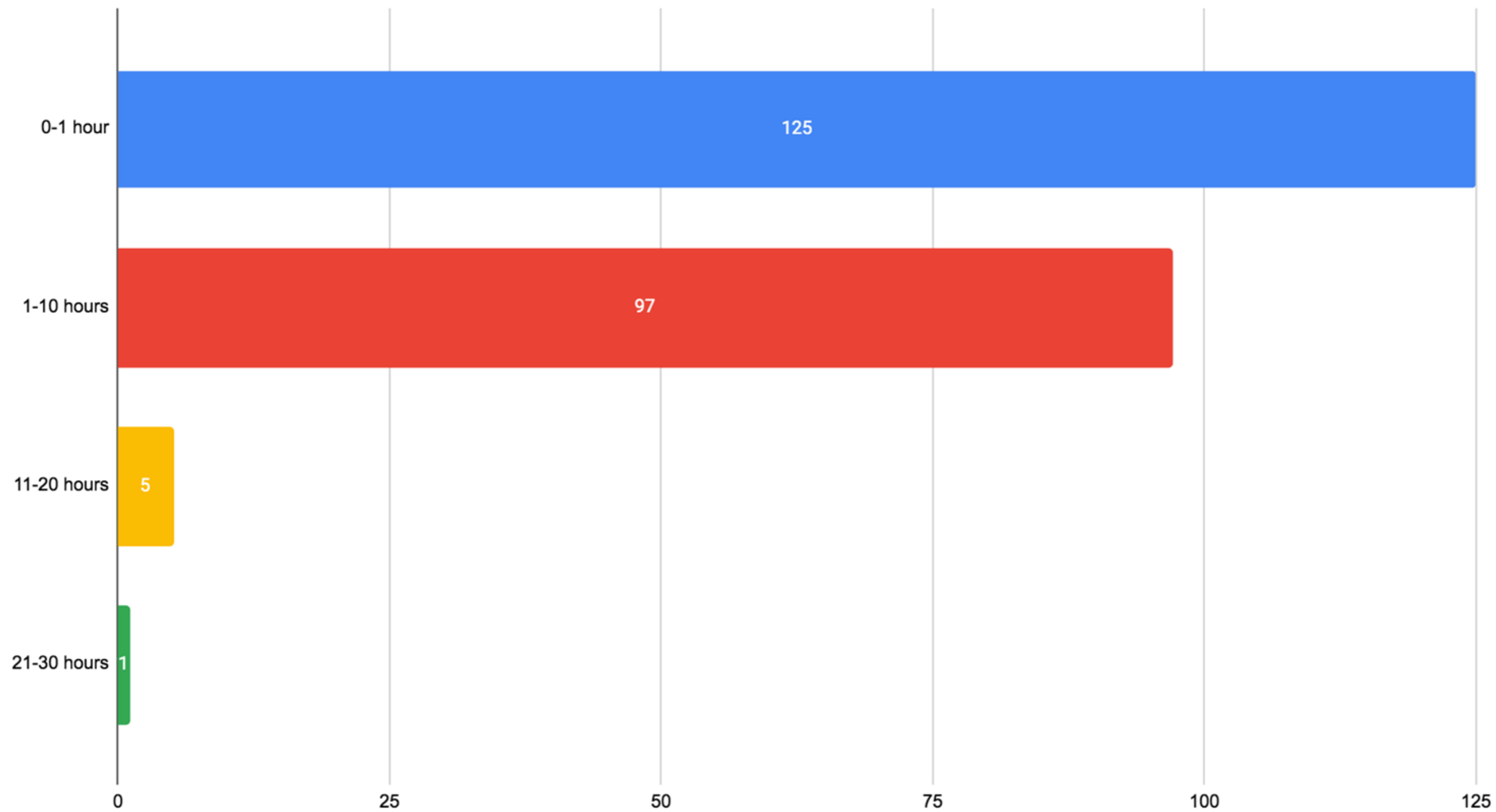
58% of SA employers earn 100k or more, which is similar to the AVA survey result of 59%.

Two SA employers earn more than 300k, they represent 8% of all employers. At a national level, 9% of all employers earn more than 300k.

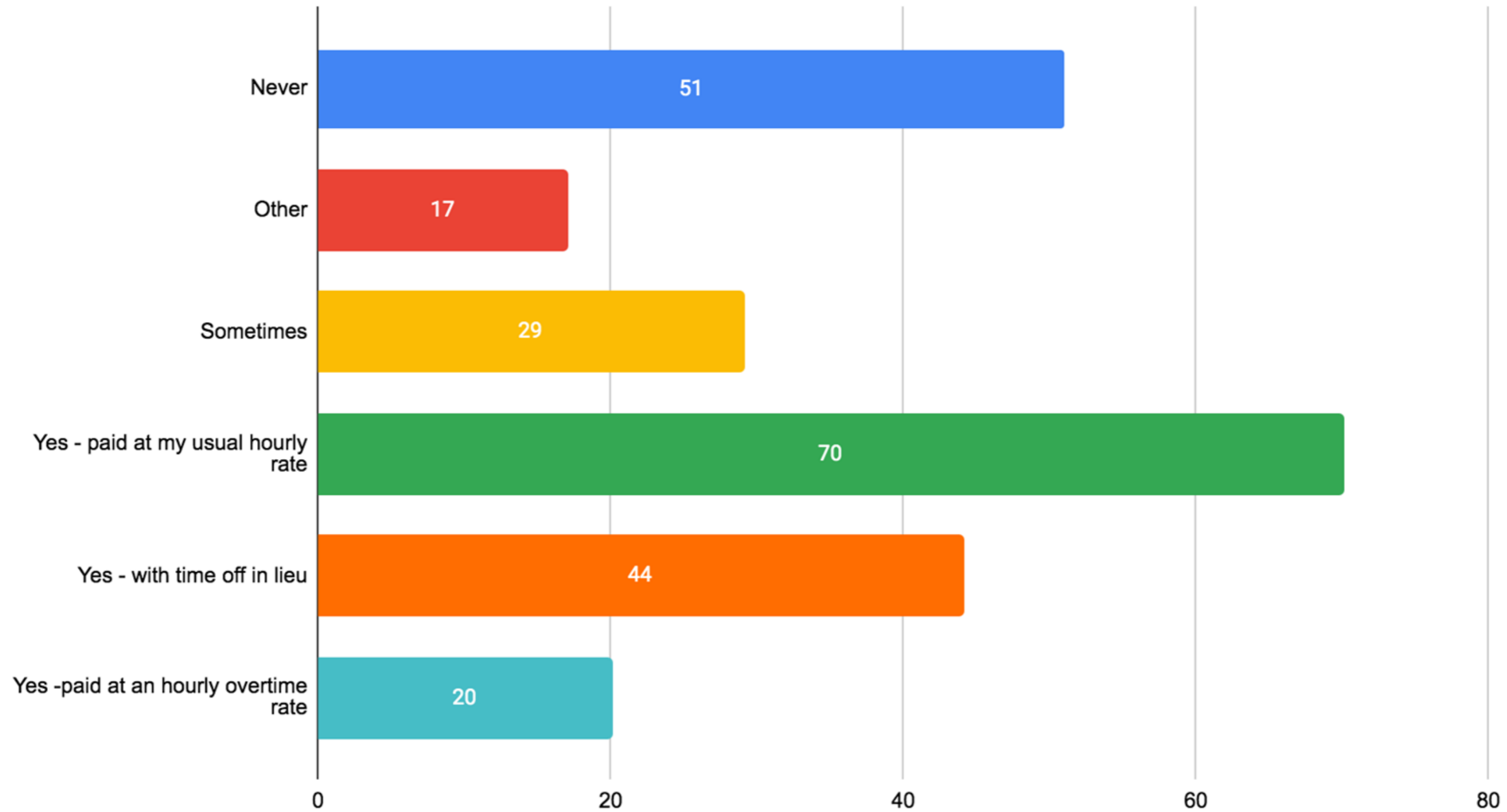
Overtime And On-Call Work In A Clinical Setting

1. Number of overtime hours performed each week
2. Compensation for overtime hours worked
3. Number of hours spent attending to on-call cases
4. Number of on-call hours performed each week

NUMBER OF OVERTIME HOURS WORKED PER WEEK (ALL VETS)

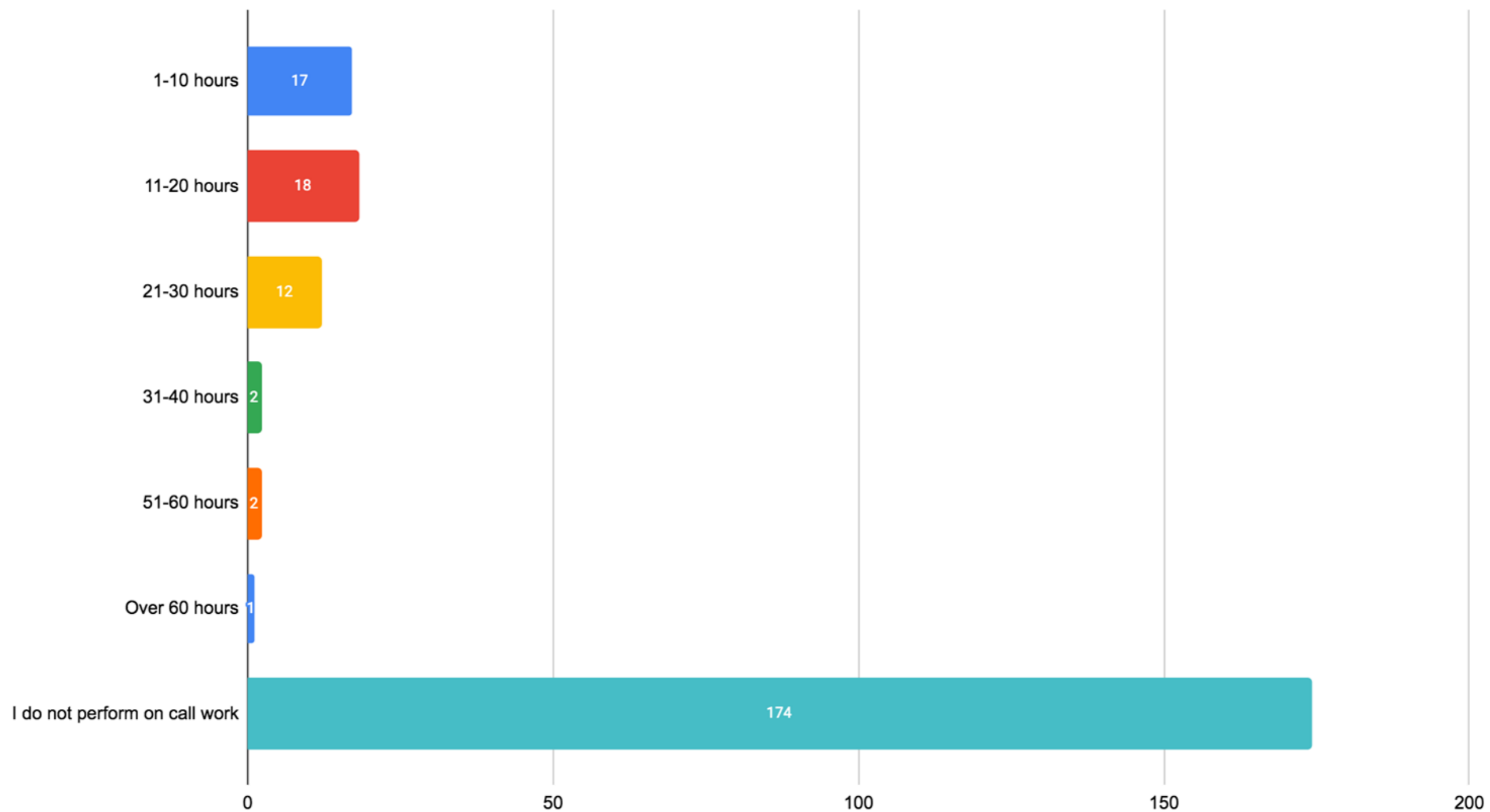


ARE YOU COMPENSATED FOR ANY OVERTIME WORK YOU PERFORM? (ALL VETS)

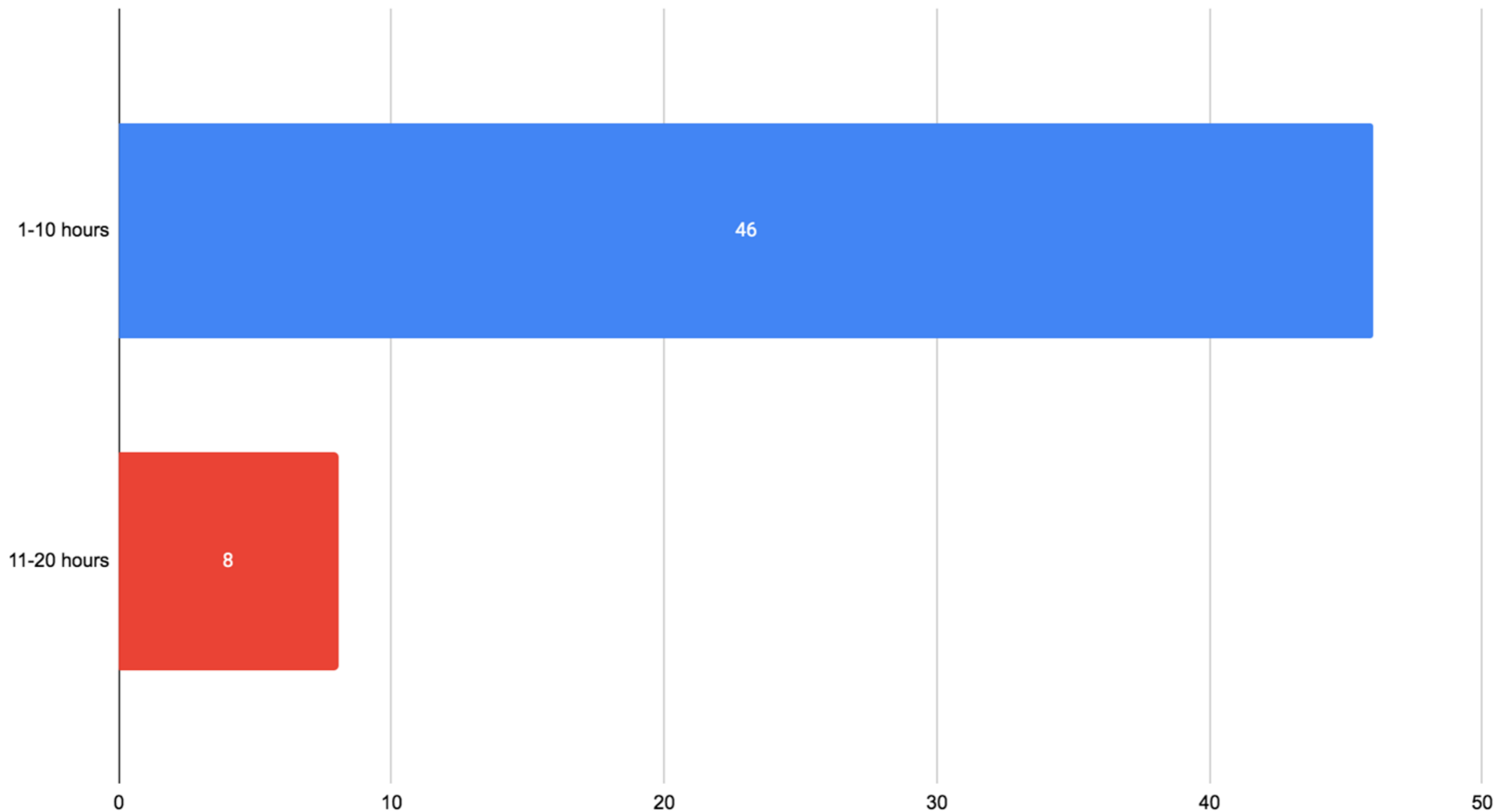


*Other responses included: I do not perform overtime, I am a sole trader, I am the business owner, paid with a percentage of professional fees, hourly rate covers occasional overtime, loosely accepted that if I finish early on a different day I can leave early.

NUMBER OF ON-CALL HOURS PERFORMED EACH WEEK (ALL VETS)



NUMBER OF HOURS SPENT ATTENDING TO ON-CALL CASES EACH WEEK (ALL VETS)



Overtime and on-call work

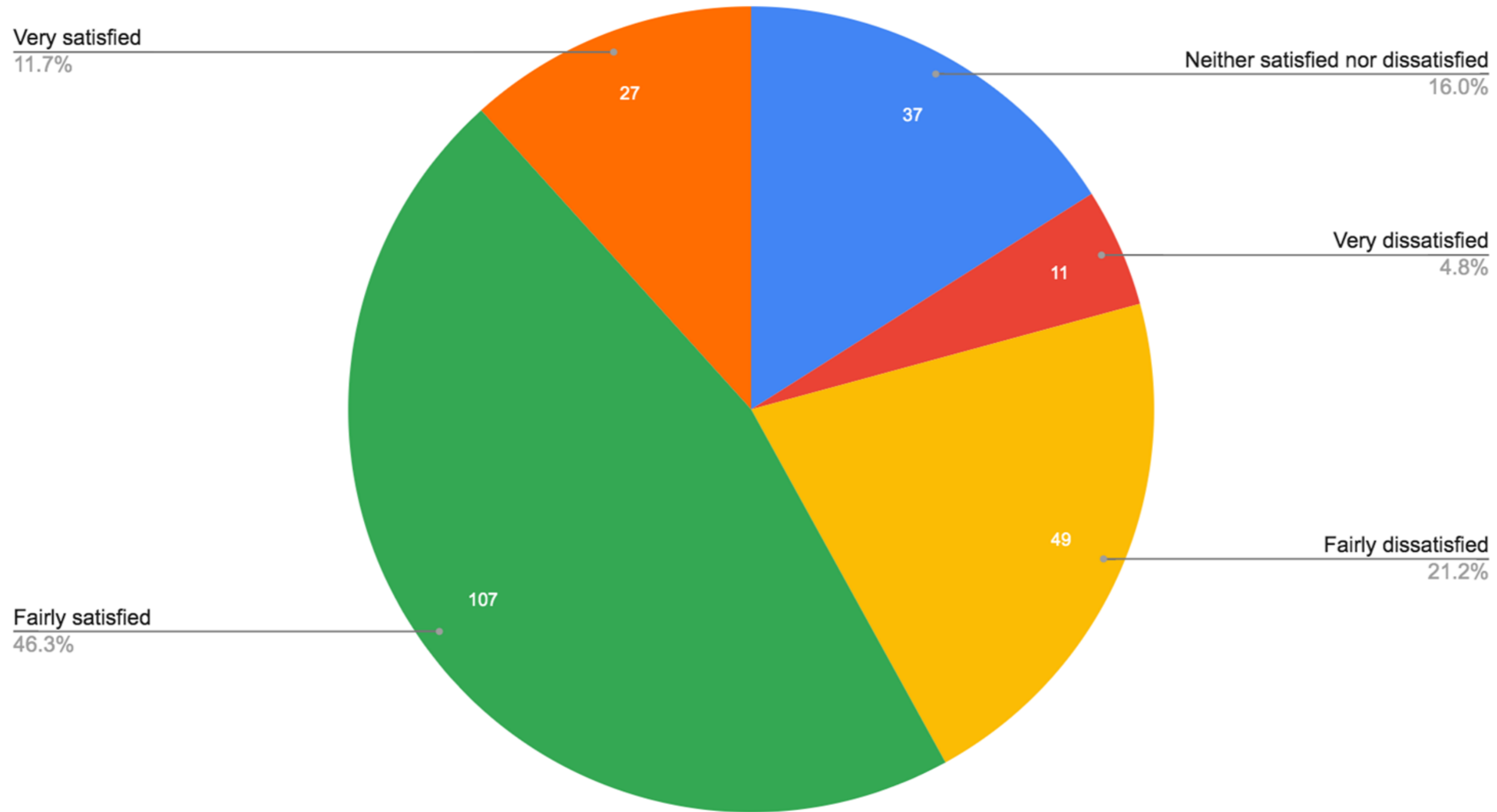
54.6% of SA veterinarians perform less than 1 hour of overtime work a week (nationally 24.3%). 42.3% perform 1-10 hours (48.4% nationally) and 3.1% perform more than 10 hours a week (8.7% nationally).

58% of SA vets are always remunerated for overtime work performed (including with time off in lieu), 12.5% are remunerated sometimes and 22% are never remunerated. Across Australia 38.8% of vets are always remunerated for overtime work performed, 8.9% are remunerated sometimes and 35.8% are never remunerated.

77% of all SA vets do not perform on-call work. At a national level, 62% of vets do not perform on-call work.

Satisfaction with level of remuneration

DEGREE OF SATISFACTION WITH LEVEL OF REMUNERATION



*35 respondents did not answer this question

Satisfaction with level of remuneration

58% of respondents were either fairly satisfied or very satisfied with their level of remuneration. While 26% were fairly dissatisfied or very dissatisfied.

In the AVA survey 63.3% of respondents were satisfied with their level of remuneration and 19% were dissatisfied.

Thank you to the 266 individuals that responded to this survey

This data represents **31.6%** of all veterinarians registered in South Australia

*This report has been prepared by the Roseworthy Veterinary Alumni (RVA) Network and represents the views of the author/s only.

