

RESULTS OF THE 2010 BVNA / SPVS WAGES SURVEY

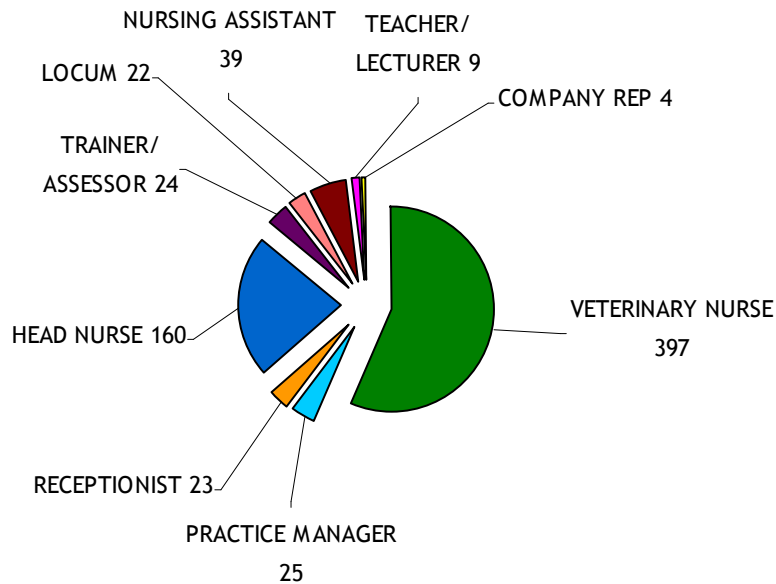
This survey was undertaken by the British Veterinary Nursing Association with support from the Society of Practising Veterinary Surgeons.

The survey is a representation of wages paid throughout the UK to veterinary staff including Qualified Veterinary Nurses, Degree Qualified Veterinary Nurses, Head Nurses, 1st Year Students, 2nd Year Students, Animal Nursing Assistants/Veterinary Care Assistants and Other Nursing/Reception/Office Staff.

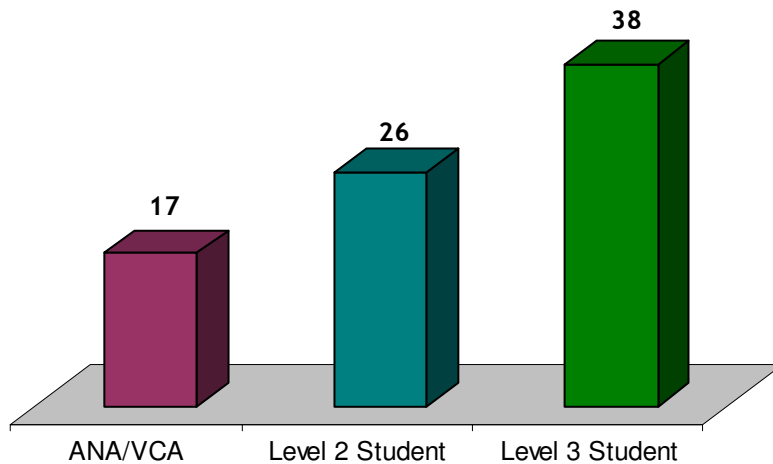
THE SURVEY

We received 704 completed questionnaires. The average age of respondents was 32 and 99% of respondents were female.

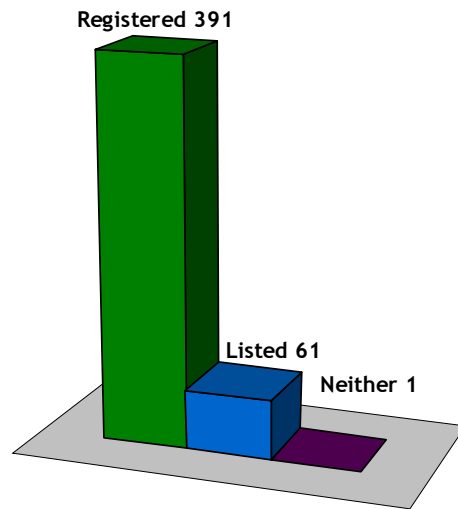
Respondents descriptions of their main roles in practice are as follows:



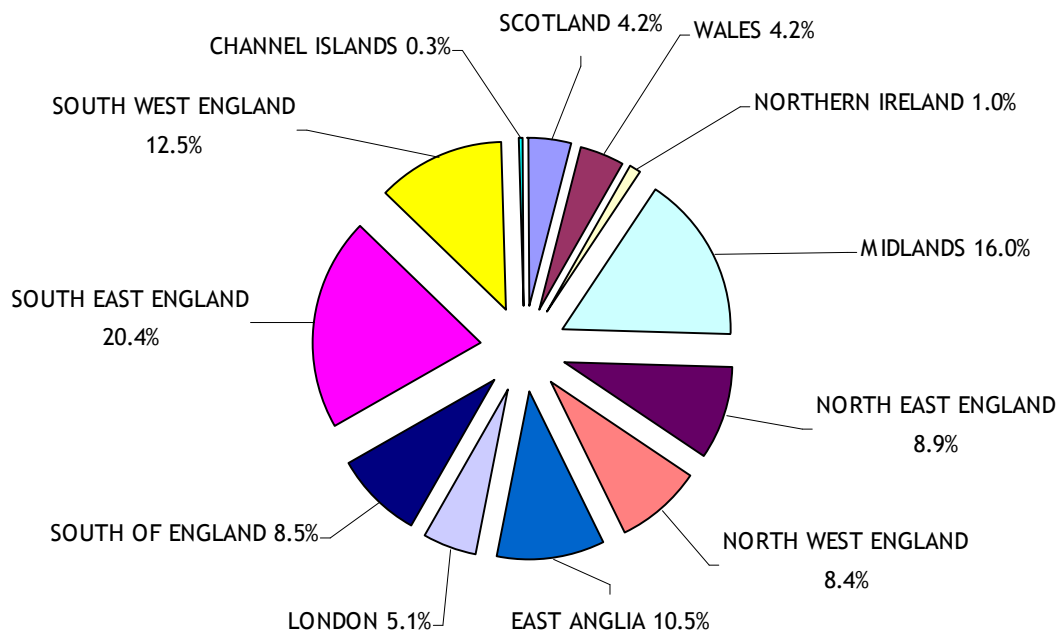
Irrespective of their main roles, the following shows the number of student respondents:



Of the 453 Qualified Veterinary Nurses, the following table shows whether they are Listed, Registered or Neither:



Of the 703 replies, 575 have a Contract of Employment. Of the remaining 128 respondents, 16 were locum nurses and only 28 had a written statement of the Terms & Conditions of Employment. The chart below displays the percentage of people who have a contract of employment by region:

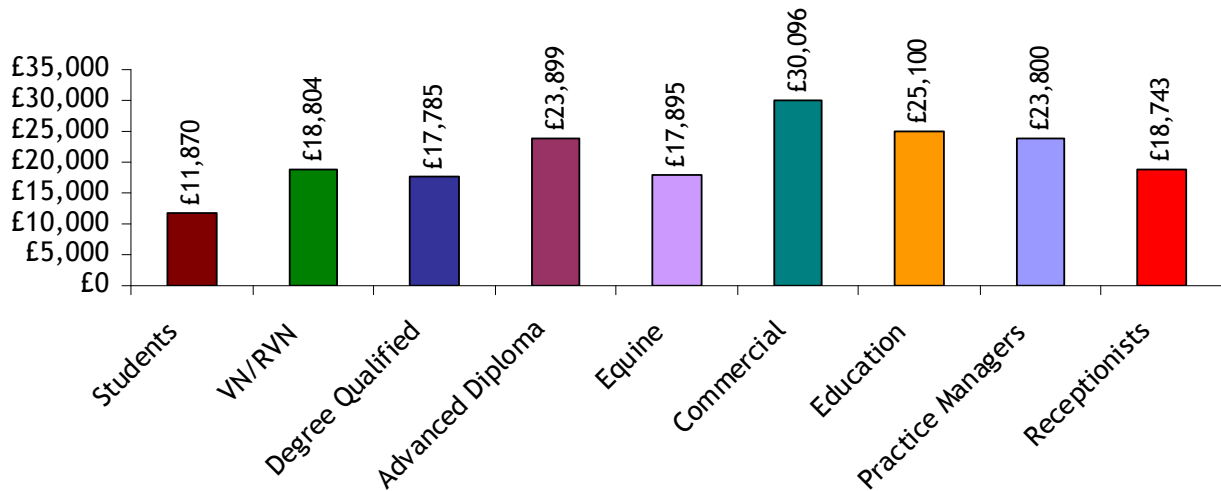


SALARIES

The following chart shows the **average** Annual Salary paid to Full Time employees and is based on a 39.5 hour week. The 'Student' category includes ANA/VCA, Level 2 and Level 3 students.

AVERAGE ANNUAL WAGE PAID TO FULL TIME EMPLOYEES

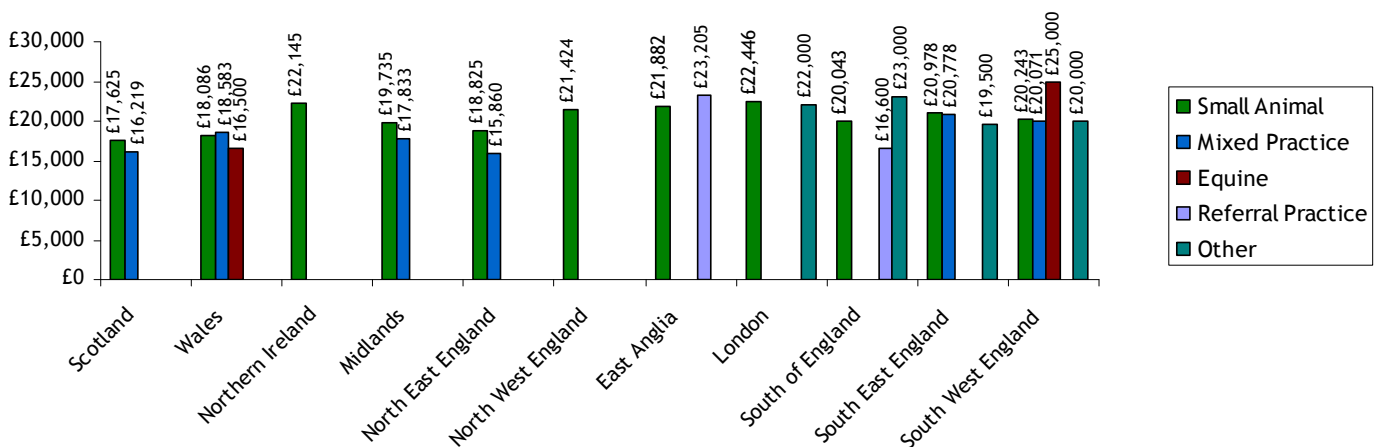
(based on an average of 39.5 hours per week)



This chart shows the average annual salary for head nurses, irrespective of their qualifications. The 'Other' category includes emergency clinics, OOH, zoos, wildlife centres and feline only practices:

AVERAGE ANNUAL SALARY - HEAD NURSES

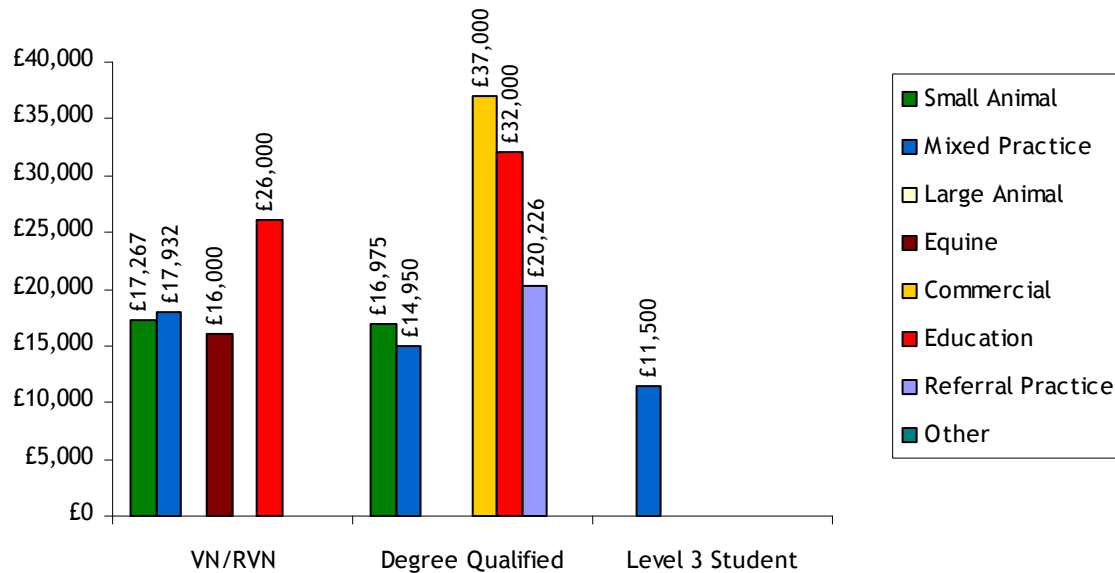
(based on an average of 39 hours per week)



The following regional charts detail average salaries for staff by position and type of practice (where no value is shown, no replies were received in that category). The 'Other' category includes emergency clinics, OOH, zoos, wildlife centres and feline only practices:

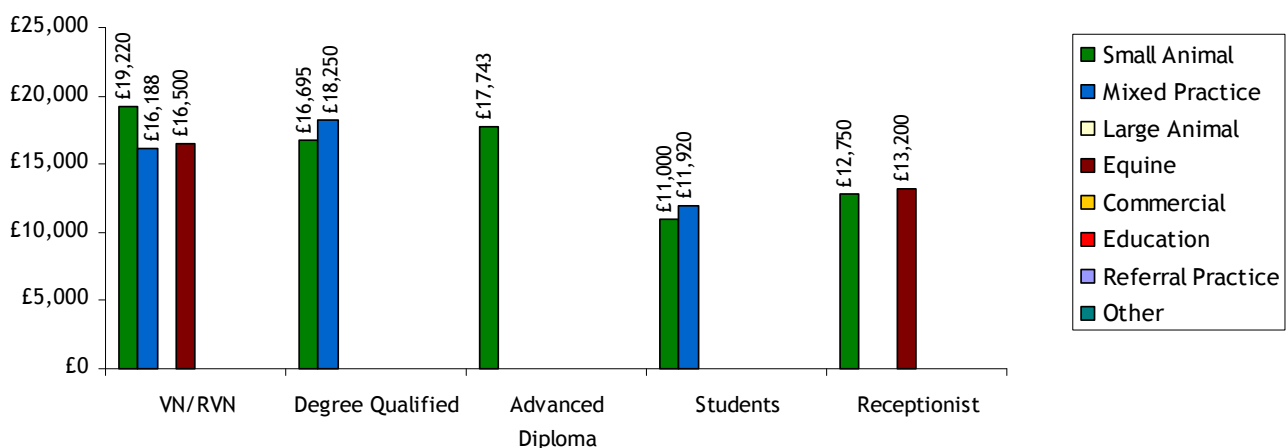
AVERAGE ANNUAL SALARY - SCOTLAND

(based on an average of 38 hours per week)



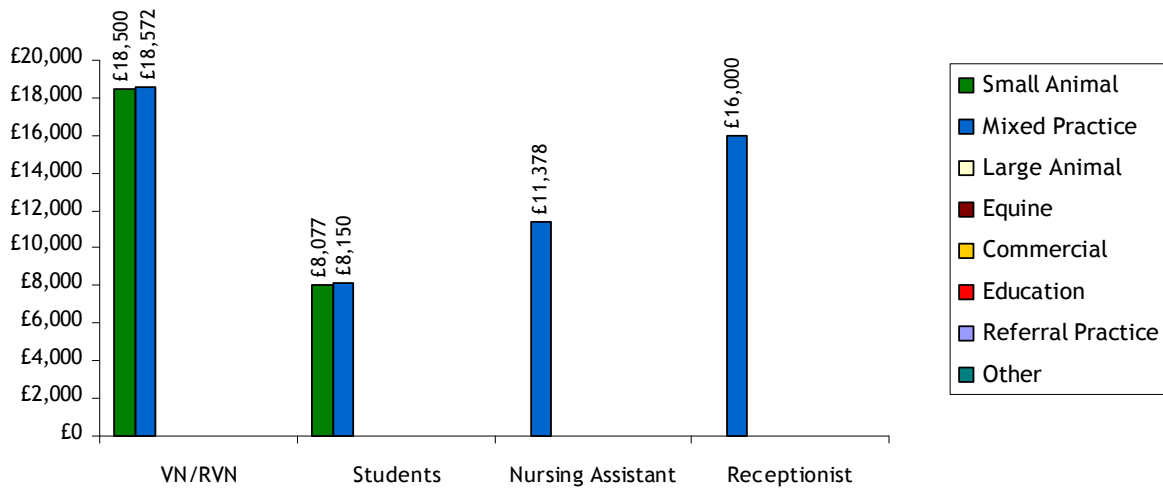
AVERAGE ANNUAL SALARY - WALES

(based on an average of 39.5 hours per week)



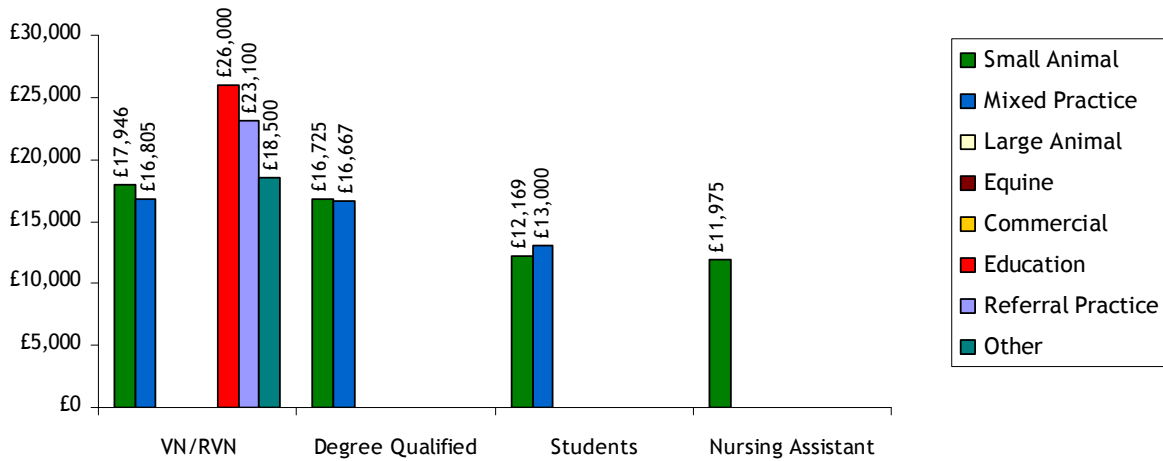
AVERAGE ANNUAL SALARY - NORTHERN IRELAND

(based on an average of 39 hours per week)



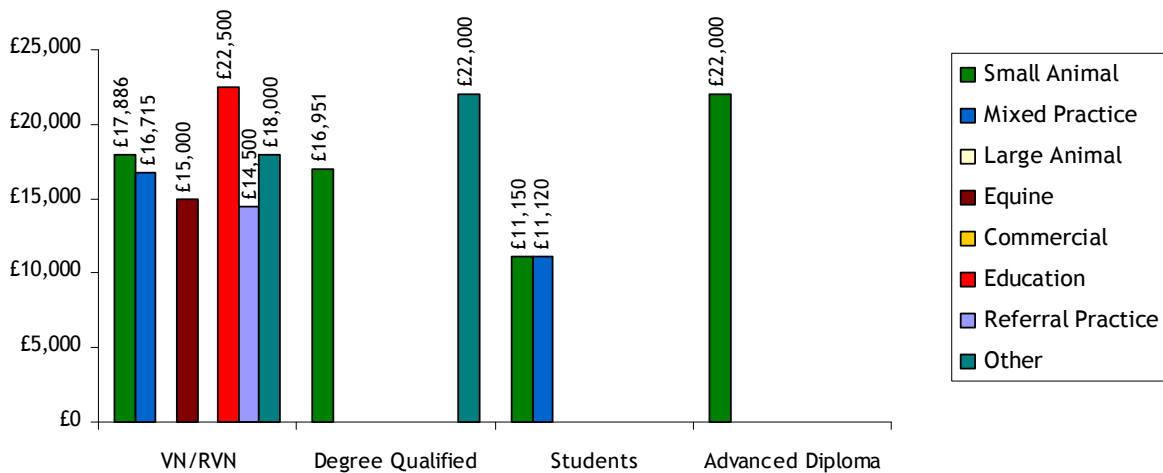
AVERAGE ANNUAL SALARY - MIDLANDS

(based on an average of 39 hours per week)



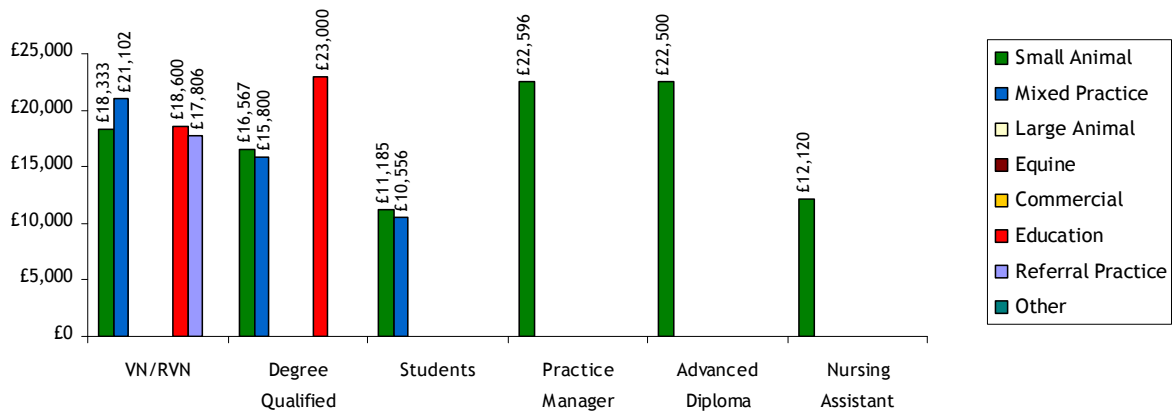
AVERAGE ANNUAL SALARY - NORTH EAST ENGLAND

(based on an average of 39 hours per week)



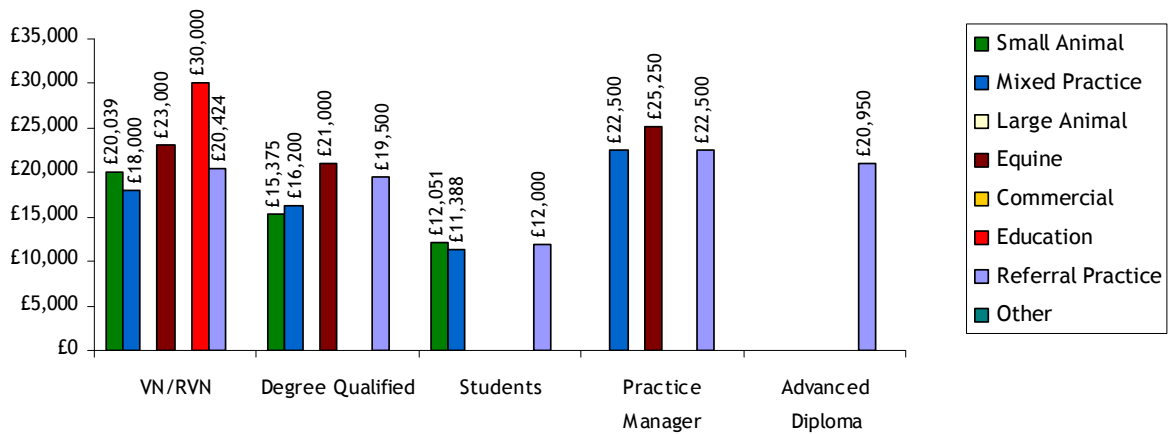
AVERAGE ANNUAL SALARY - NORTH WEST ENGLAND

(based on an average of 39 hours per week)



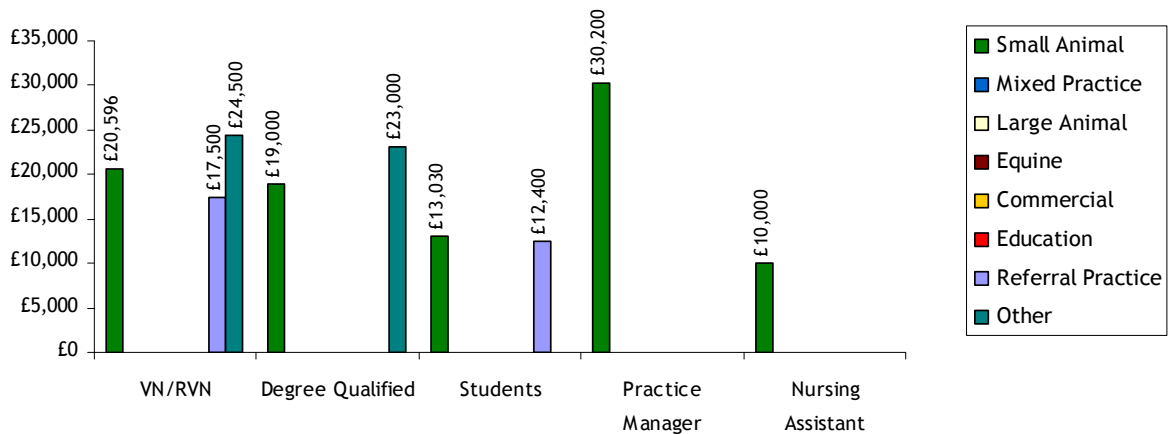
AVERAGE ANNUAL SALARY - EAST ANGLIA

(based on an average of 39.5 hours per week)



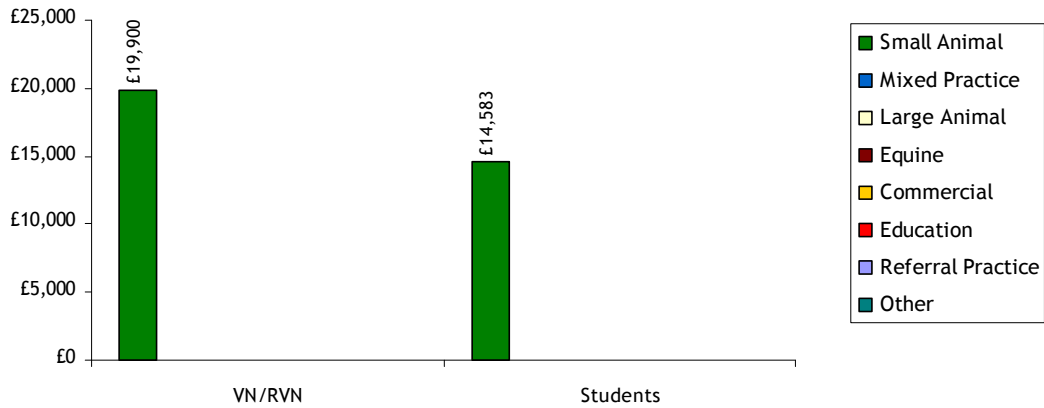
AVERAGE ANNUAL SALARY - LONDON

(based on an average of 39.5 hours per week)



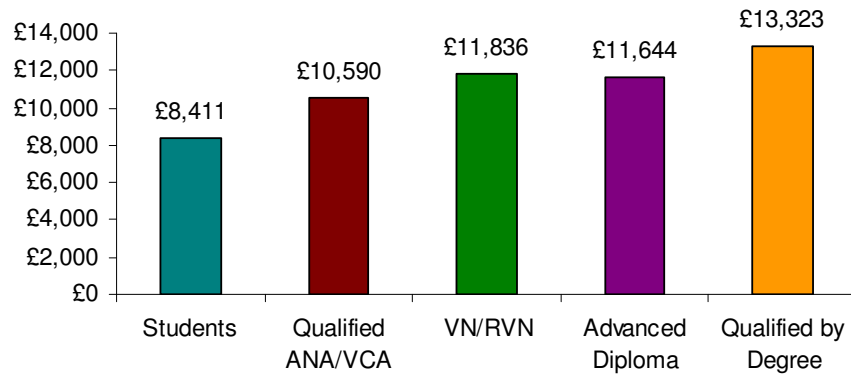
AVERAGE ANNUAL SALARY - CHANNEL ISLANDS

(based on an average of 40 hours per week)



PART TIME AVERAGE ANNUAL SALARY

(based on an average of 24 hours per week)



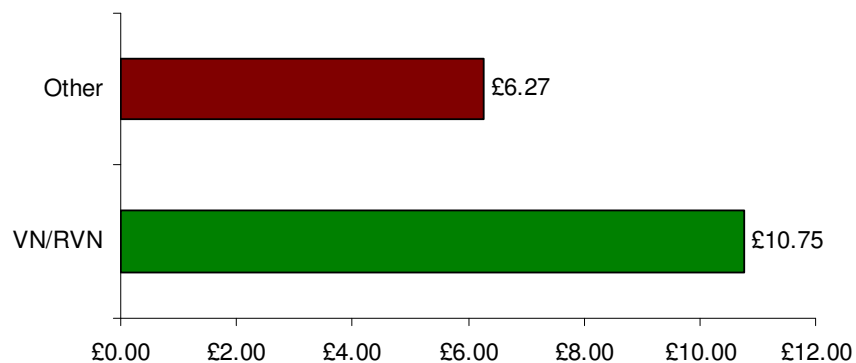
The above figures are based on responses of:

Students 5
 Qualified ANA/VCA 2
 Qualified VN/RVN 85

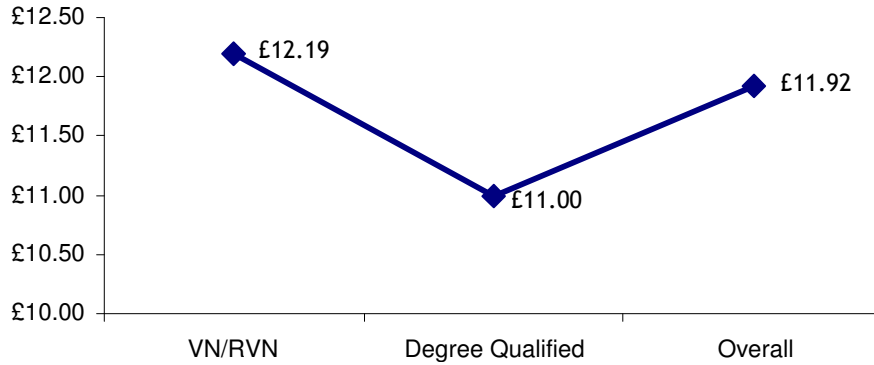
Advanced Diploma 5
 Qualified by Degree 10

The following chart details the average hourly rate for casual staff. The 'Other' category includes Receptionists, ANA's and Student VN's.

AVERAGE HOURLY RATE FOR CASUAL STAFF



AVERAGE HOURLY RATE FOR LOCUM NURSES



ADDITIONAL PERKS

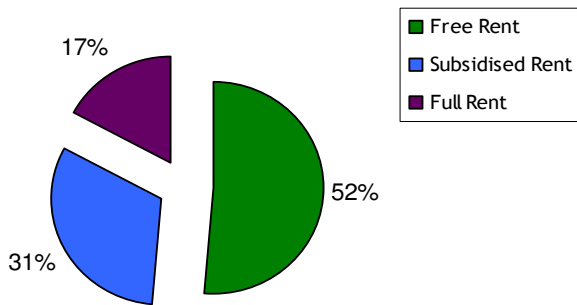
145 respondents indicated that they receive an annual bonus; however 14 of these did not know the amount. The average annual bonus paid across all categories equates to £289.

The average number of days paid holiday throughout the country is 21.

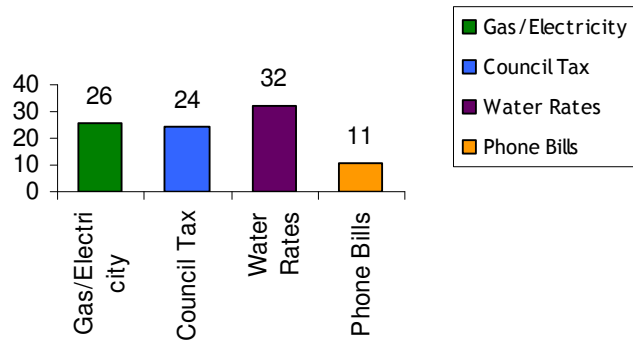
ACCOMMODATION

35 respondents are provided with accommodation. The following charts show what percentage pays no rent, subsidised rent or full rent and whether the inclusion of utilities is within the rental cost:

ACCOMMODATION RENT

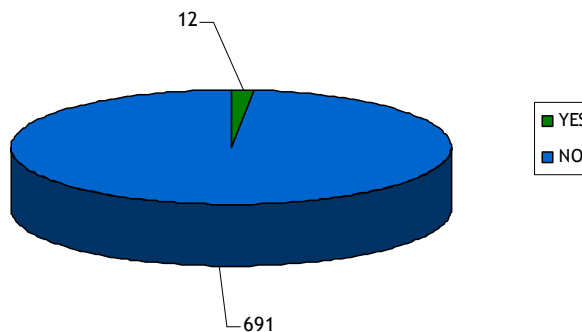


INCLUSION OF UTILITIES



OTHER BENEFITS

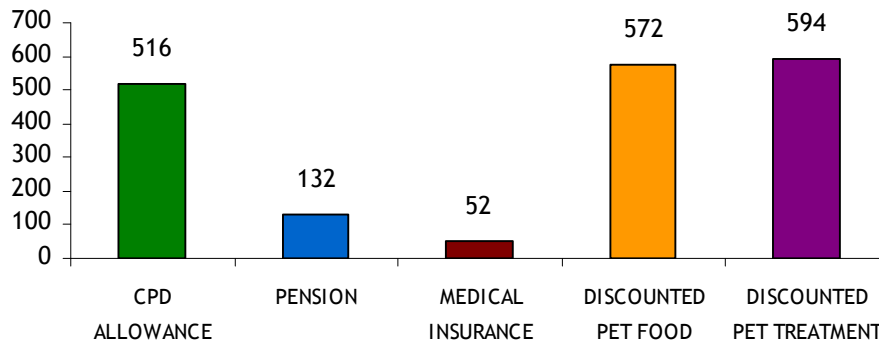
NUMBER OF EMPLOYEES PROVIDED WITH A CAR



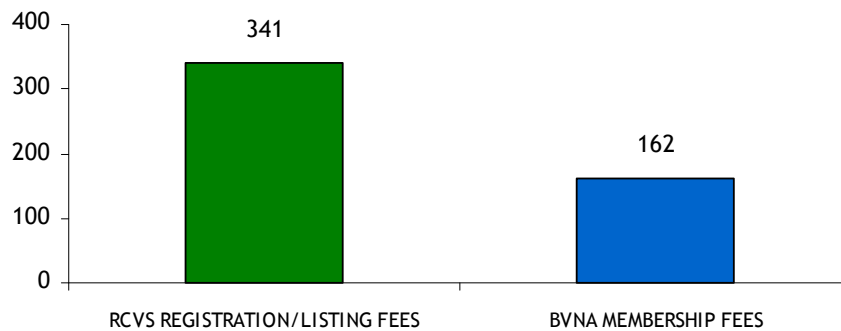
Of the 12 respondents who are provided with a car this also included road tax and insurance. Of the 691 respondents not provided with a car, 160 are paid for using their own vehicle.

516 respondents indicated that they receive a CPD allowance. However, only 292 knew how much they received. Within this group the average CPD allowance is £380.

ADDITIONAL BENEFITS RECEIVED



PROFESSIONAL FEES



The survey group represents a small proportion of the nursing and support staff that are employed in UK veterinary practices and as such the data should be viewed as being indicative than statistically significant.

If you have any queries with regards to this survey please contact:

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