



Society of Practising Veterinary Surgeons



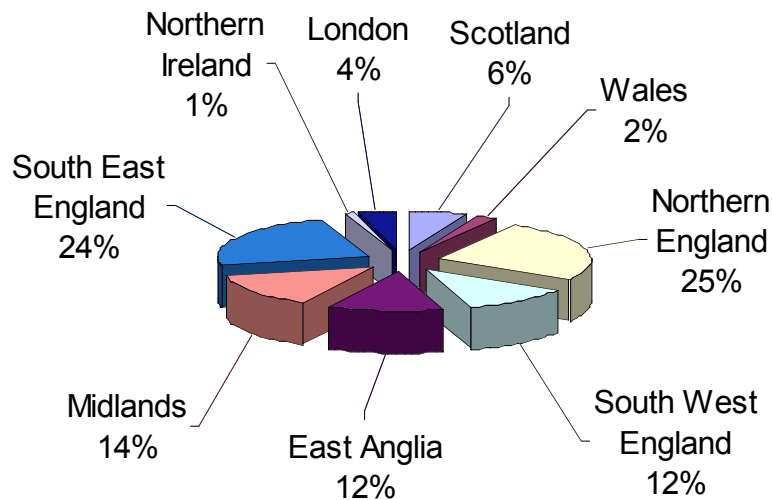
## RESULTS OF THE 2006 BVNA/SPVS WAGES SURVEY

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

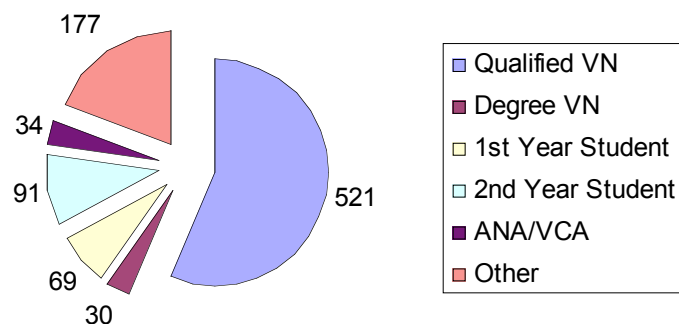
The survey is a representation of wages paid throughout the UK to veterinary staff including Qualified Veterinary Nurses, Degree Qualified Veterinary Nurses, Head Nurses, 1<sup>st</sup> Year Students, 2<sup>nd</sup> Year Students, ANA/VCA's and Other Nursing/Reception/Office Staff.

### THE SURVEY

8,000 surveys were sent with 922 replies received. The following chart shows the percentage of replies by region. There were no respondents from the Channel Islands or the Isle of Man:

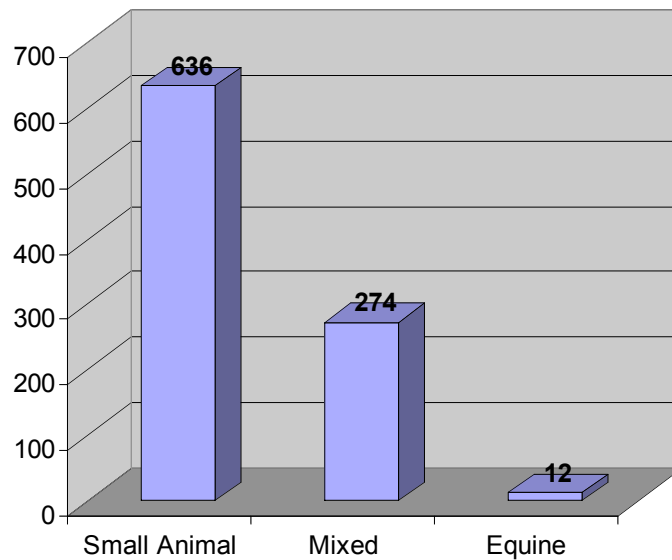


Replies were made up of the following category of employee:



219 replies were from Head Nurses, irrespective of qualifications.  
 483 respondents were paid at their normal rate whilst attending college. 303 respondents received a pay rise after gaining qualifications.

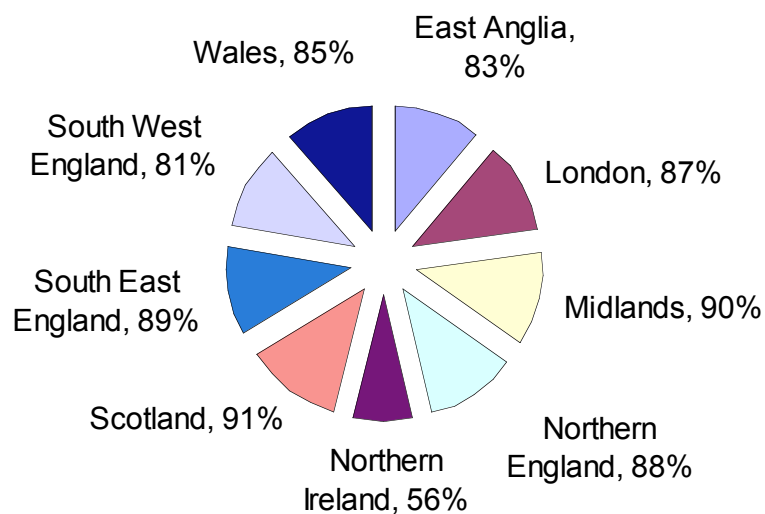
The respondent replies came from a variety of practice types, which are displayed as follows (there were no respondents from Large Animal Practice). 687 of the respondents' practices run Nurse Clinics:



Of the 922 replies, 776 were in full time employment, with the remainder in part time or casual employment.

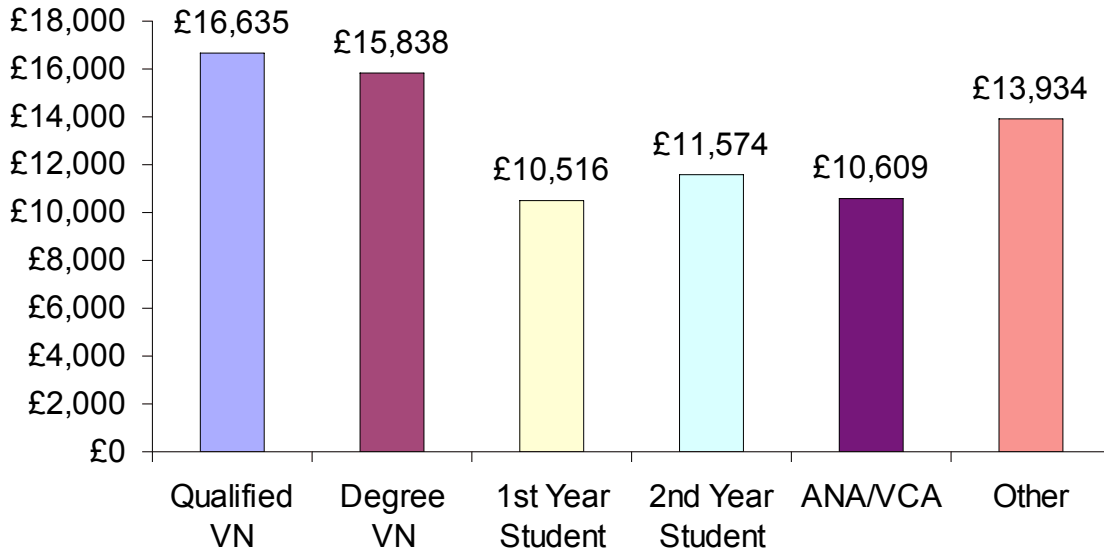
### CONTRACTS OF EMPLOYMENT

Of the 922 replies, 800 have a Contract of Employment. The chart below displays the % 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 hour week:

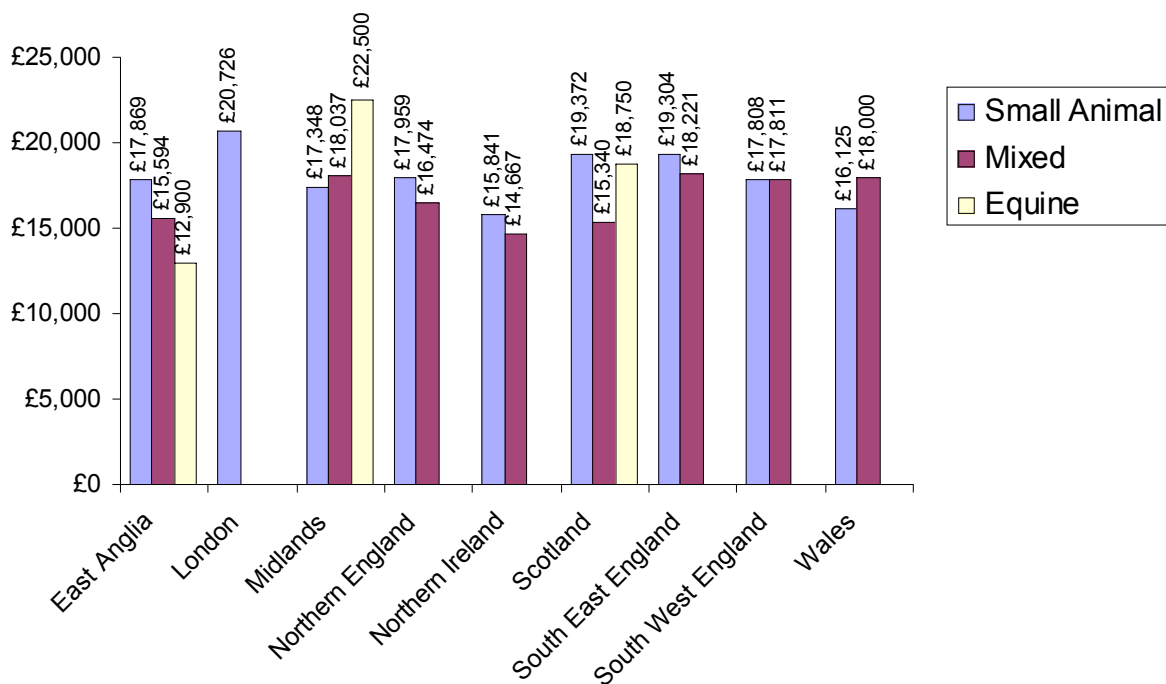


The 'Other' category includes receptionists, office staff, practice managers and other nursing staff.

The following charts detail average salaries for staff by position, type of practice and region: Where no amount is shown, this means that no replies were received from that category:

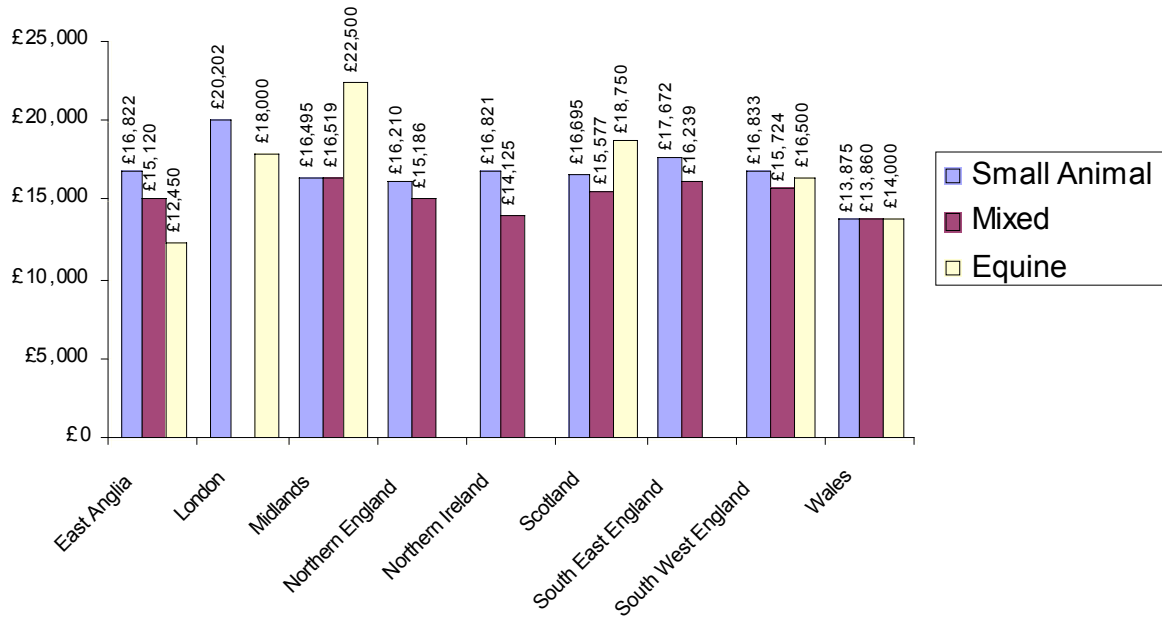
### FULL TIME AVERAGE SALARY FOR HEAD VETERINARY NURSES

(based on an average of 39 hours per week)



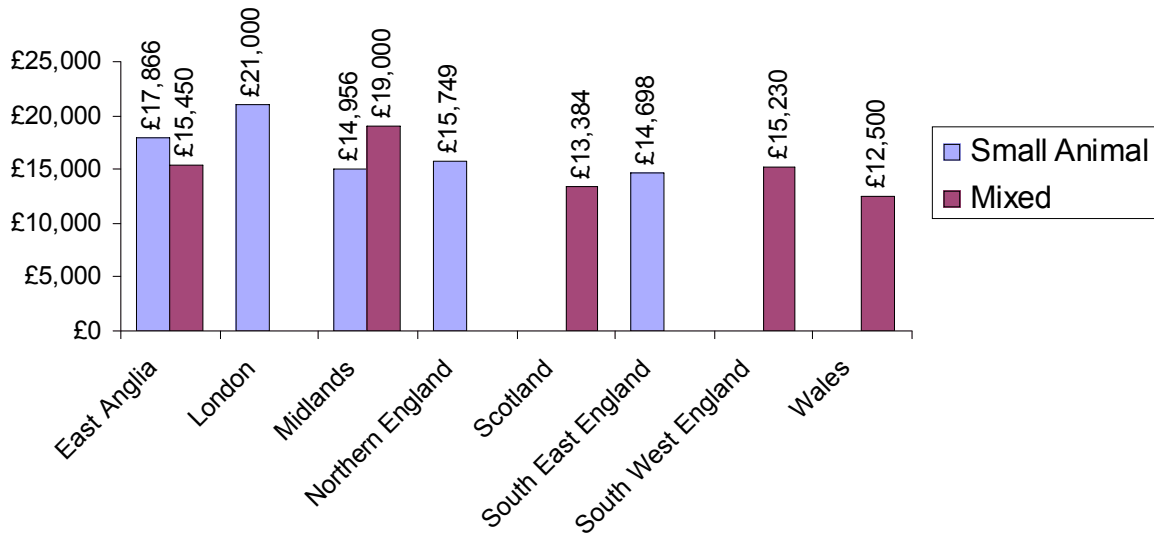
### FULL TIME AVERAGE SALARY PAID TO QUALIFIED VETERINARY NURSES

(based on an average of 39 hours per week)



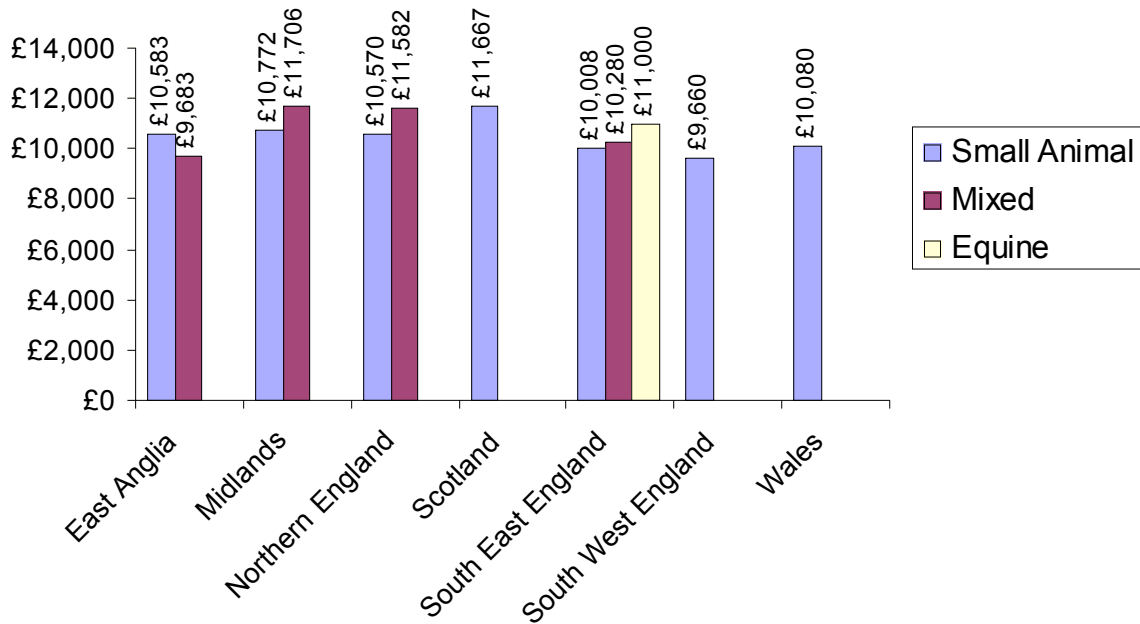
### FULL TIME AVERAGE SALARY TO DEGREE QUALIFIED VETERINARY NURSES

(based on an average of 39 hours per week)



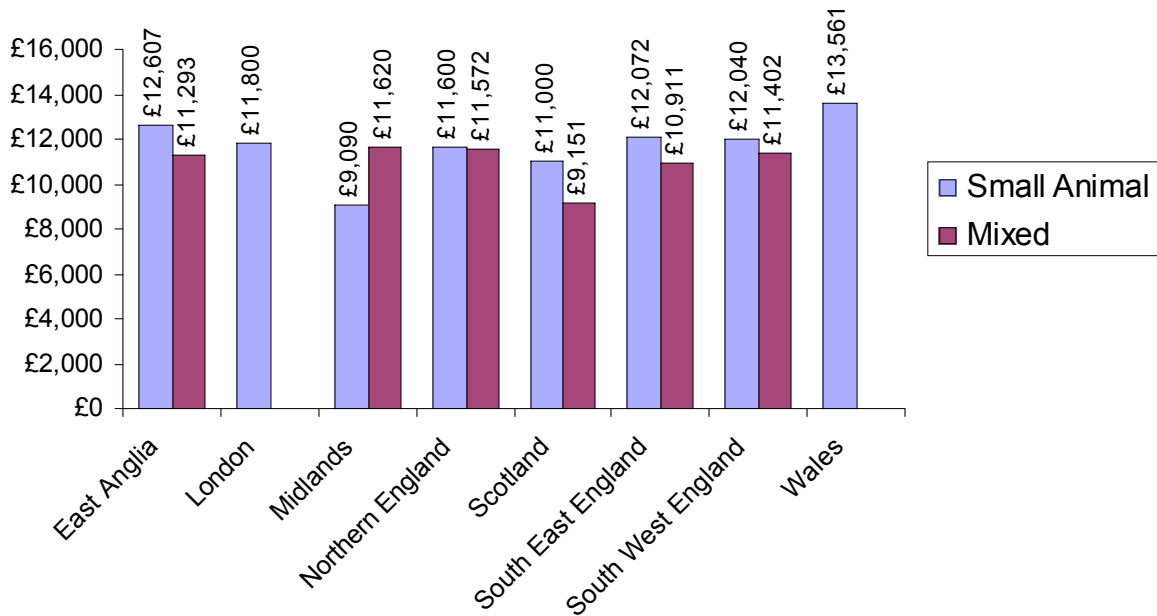
## FULL TIME AVERAGE SALARY TO 1ST YEAR STUDENTS

(based on an average of 39 hours per week)



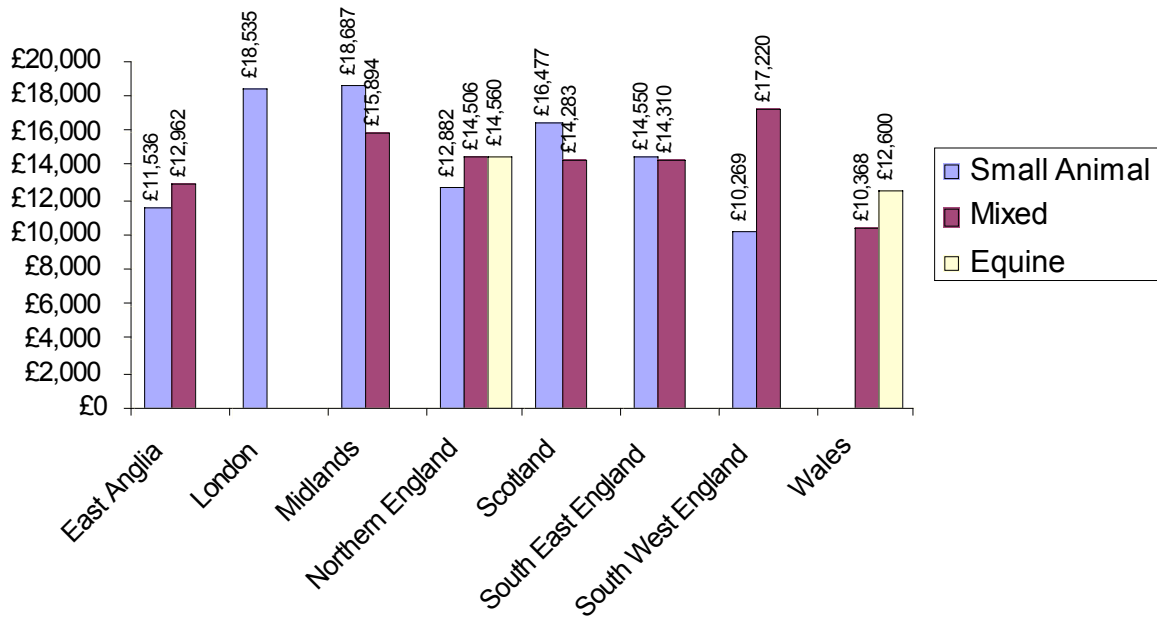
## FULL TIME AVERAGE SALARY FOR 2ND YEAR STUDENTS

(based on an average of 39 hours per week)



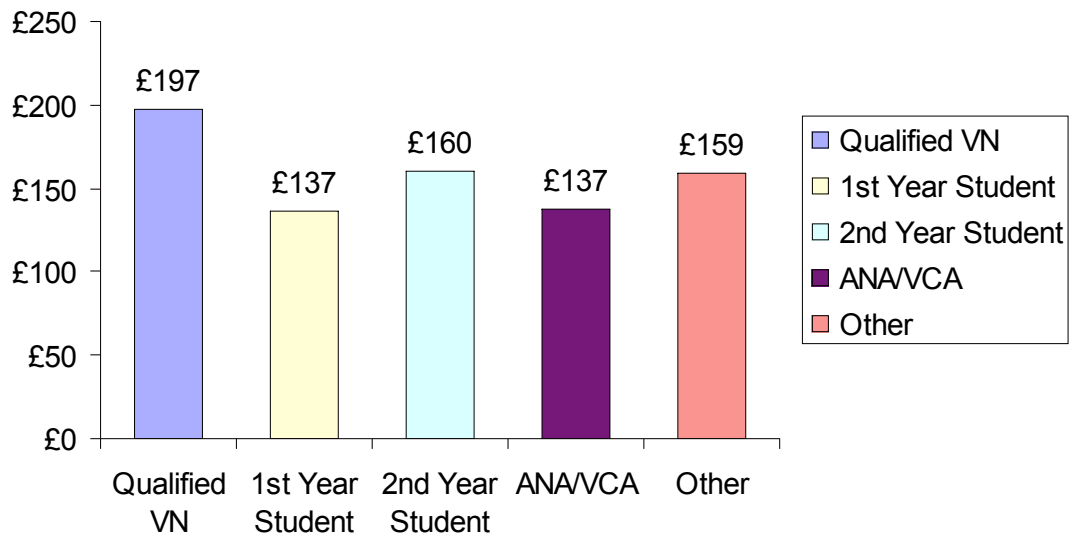
### FULL TIME AVERAGE SALARY FOR OTHER VETERINARY PRACTICE STAFF

(based on an average of 38 hours per week)



### PART TIME AVERAGE WEEKLY SALARY

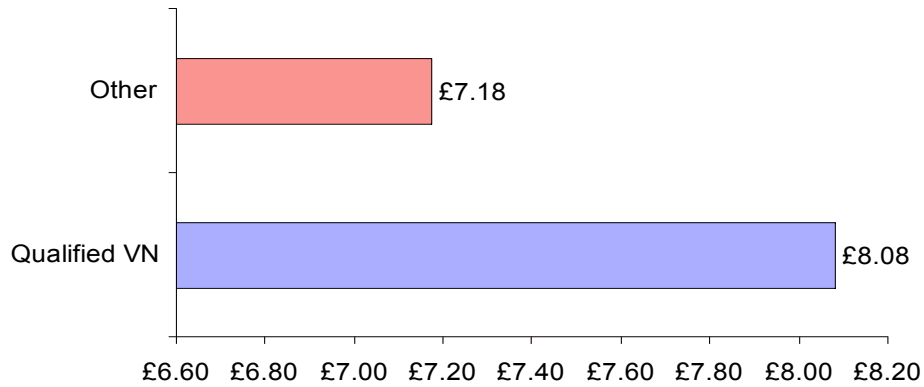
(based on an average of 24 hours per week)



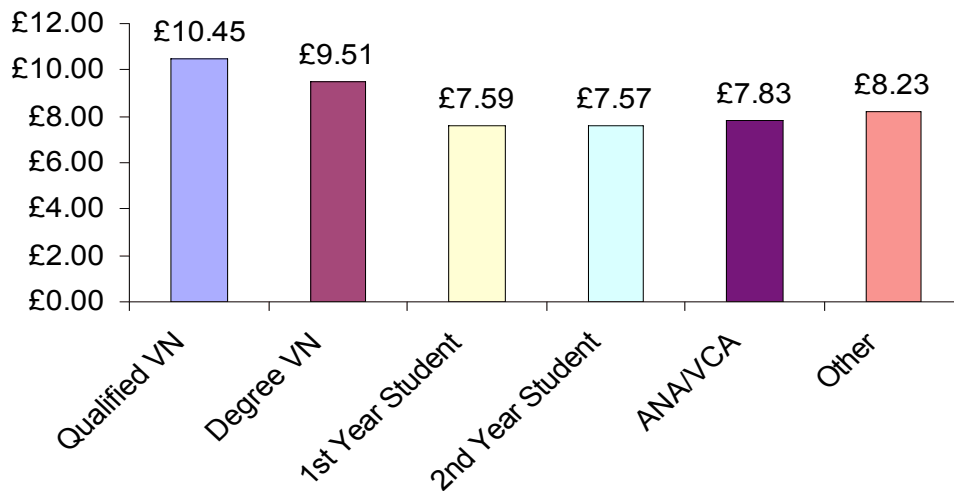
There were no Degree Qualified Veterinary Nurses working on a part time basis.

The following chart details the average hourly rate for casual staff. There were no replies received from Degree Qualified Nurses, 1<sup>st</sup> or 2<sup>nd</sup> Year Students or ANA/VCA's:

### AVERAGE HOURLY RATE FOR CASUAL STAFF



### OVERTIME HOURLY RATE

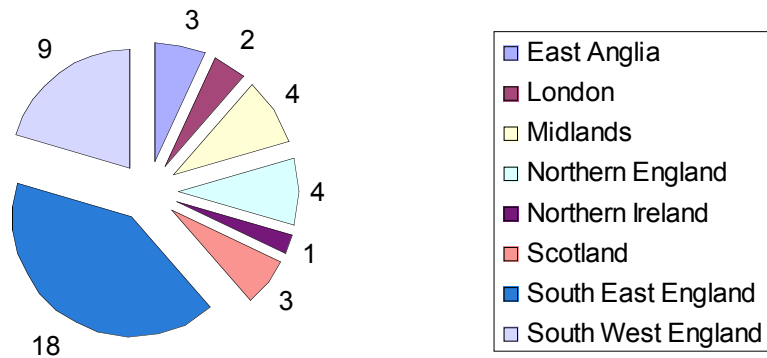


The average annual bonus paid across all categories equates to £298.

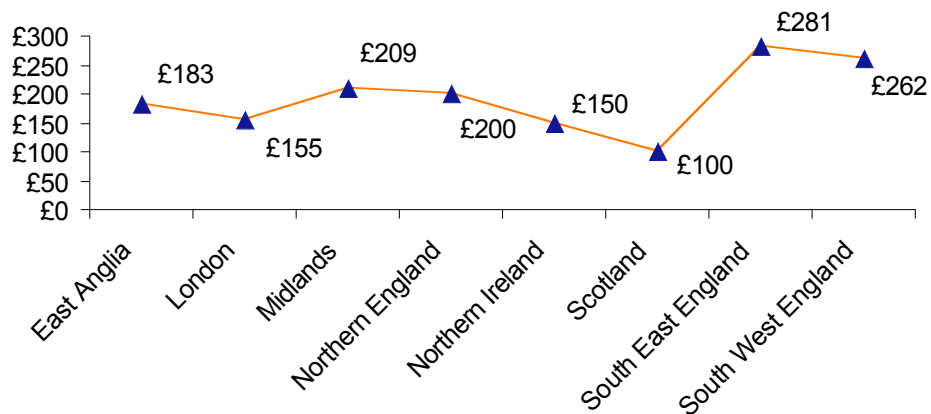
## ACCOMMODATION

The following chart shows the number of replies by region (there were no respondents from the Wales region who are provided with accommodation):

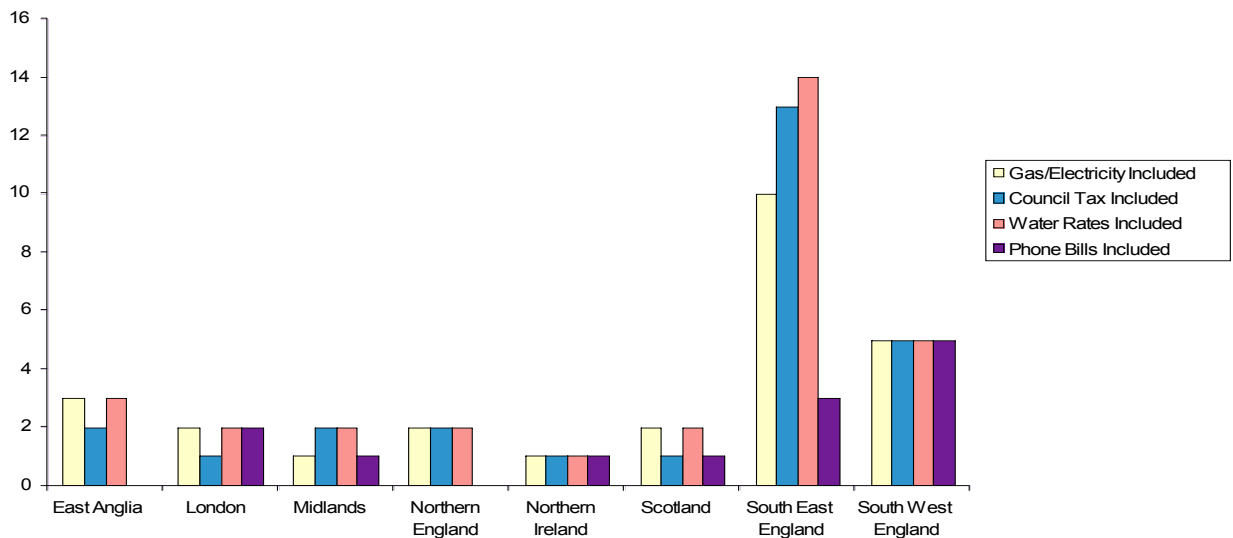
**ACCOMMODATION PROVIDED BY REGION**



**AVERAGE MONTHLY RENTAL VALUE**



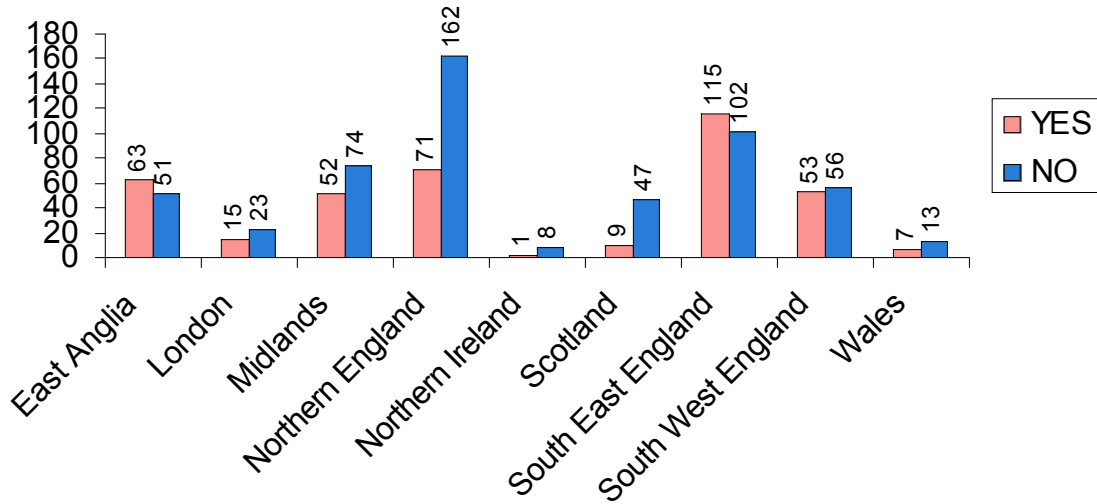
**ACCOMMODATION BENEFITS**



## NIGHT DUTY

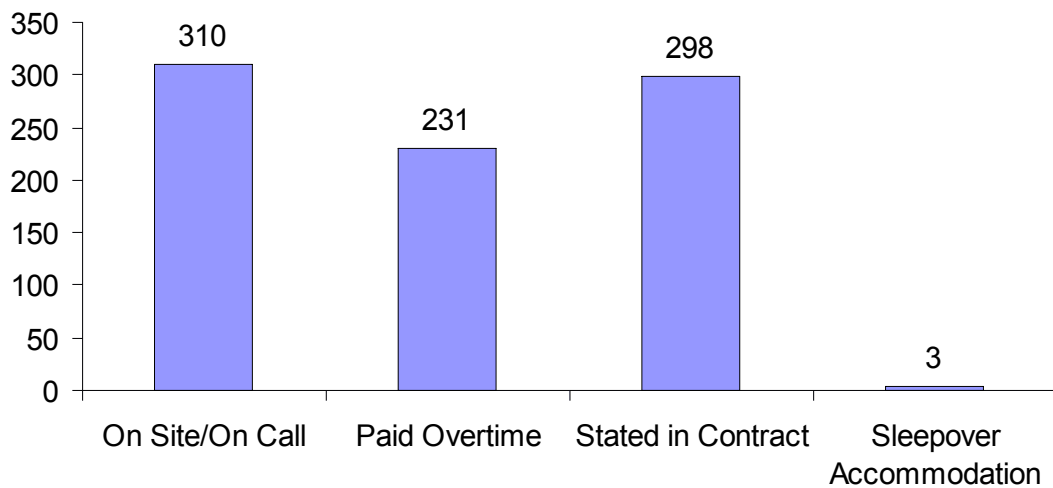
### RESPONDENTS EXPECTED TO COVER NIGHT DUTY

(irrespective of their position in practice)



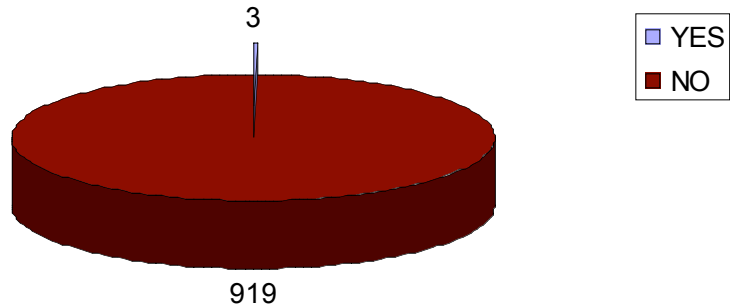
Of those expected to cover night duty, the following chart states the terms and conditions of this cover:

### TERMS & CONDITIONS OF NIGHT DUTY



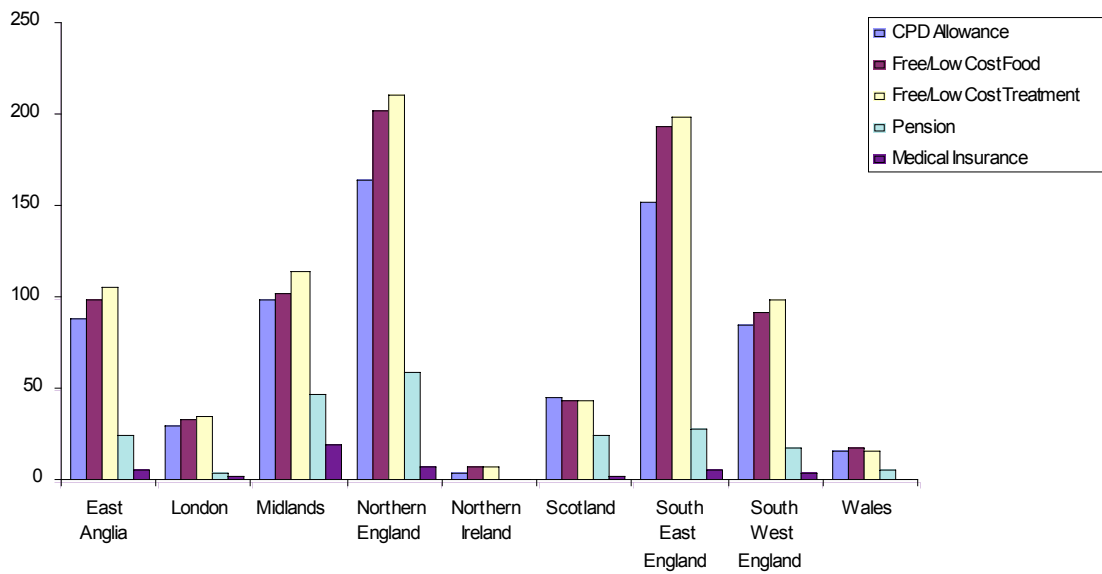
## OTHER BENEFITS

### NUMBER OF EMPLOYEES PROVIDED WITH A CAR



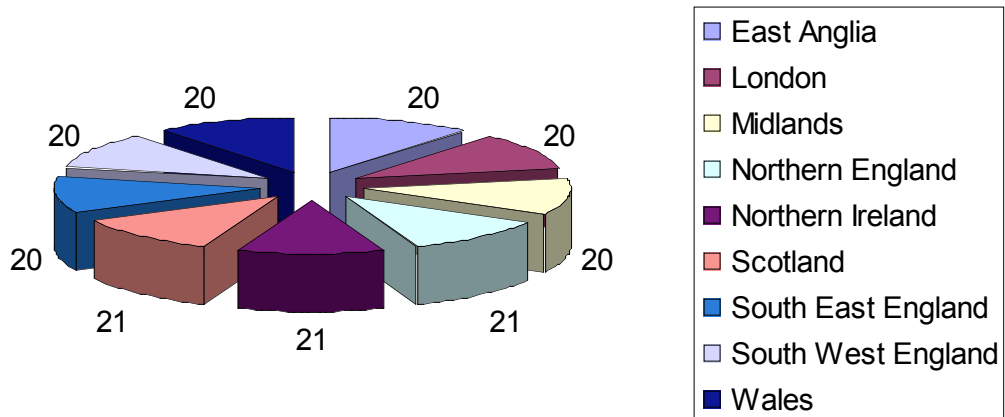
Of the 3 respondents who are provided with a car this also included road tax and insurance. Of the 919 respondents not provided with a car, 236 are paid for using their own vehicle.

### NUMBER OF RESPONDENTS RECEIVING ADDITIONAL BENEFITS



There were 689 respondents who indicated that they receive a CPD allowance. However, only 250 knew the value that they received. From this number the average CPD allowance is £328.

## AVERAGE NUMBER OF DAYS PAID HOLIDAY BY REGION



**If this requires any further explanation, please contact:**

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