

NZVNA Recommended Wage Guideline 2011

In 2011 the NZVNA council reviewed the Wage Guideline recommendations. The information has been gathered and considered by council, and changes have been made based on two key pieces of information, the first being the consumer price index (CPI) and cost of living. In the year following our previous review (December 2009 – December 2010) CPI increased by 4%, and in the year ended December 2011 CPI increased by 1.8% (Source: Statistics NZ website). The second reference that the NZVNA considered is the findings from the New Zealand Veterinary Association's (NZVA) mega survey, Veterinary Practice Support Staff Remuneration, completed in 2010, summary below.

Summary of the Hourly Rates received by veterinary support staff 2010 NZVA mega survey veterinary practice support staff remuneration, produced with permission of the NZVA.*

*This mega survey did not differentiate between certificate and diploma qualifications. This summary does not include specific differences in regards to area/practice type.

Support Staff role	Number	Mean	Range		50% earn between		50% earn less than
			Minimum	Maximum	Lower Quartile	Upper Quartile	Median
Veterinary nurse	169	\$17.08	\$12.80	\$26.00	\$15.70	\$18.00	\$17.00
Administration	142	\$20.01	\$13.00	\$63.80	\$17.00	\$21.38	\$18.85
Nurse receptionist	116	\$16.96	\$12.50	\$23.00	\$15.65	\$18.10	\$17.00
Sales	75	\$19.83	\$10.40	\$50.50	\$15.70	\$20.75	\$17.50
Client Services/Reception	31	\$16.66	\$10.30	\$21.70	\$15.00	\$18.30	\$16.50
Technician	29	\$20.04	\$15.00	\$30.00	\$17.70	\$21.50	\$19.60
Practice Manager	20	\$28.71	\$14.00	\$48.80	\$19.90	\$33.65	\$27.30
Other/unknown	25	\$14.55	\$12.00	\$26.30	\$12.40	\$15.80	\$14.00

Based on the information above the NZVNA council have produced the following recommended wage guidelines for 2011.

NZVNA Recommended Wage Guidelines

Certificate in Veterinary Nursing

	2007	2009	2011
New Graduate	\$13/hour	\$15/hour	\$16/hour
1 - 3 years' experience in the profession	\$15/hour	\$18/hour	\$19/hour
3 - 5 years' experience in the profession	\$17 - \$18/hour	\$18 - \$20/hour	\$19 - \$21/hour
5 years plus	\$18 - \$20/hour	\$20+/hour	\$21+/hour

Diploma in Veterinary Nursing

	2007	2009	2011
New Graduate	\$15/hour	\$18/hour	\$19/hour
1 – 3 years' experience in the profession	\$17 - \$18/hour	\$18 - \$21/hour	\$19 - \$21/hour
3 – 5 years' experience in the profession	\$18 - \$20/hour	\$21 - \$24/hour	\$22 – 25/hour
5 years plus	\$20/hour	\$24 plus/hour	\$25 plus/hour

The NZVNA believe veterinary nurses and support staff in practice should receive the following benefits as part of their employment:

- Uniform supplied by employer
- Membership of NZVNA paid for by employer
- Continuing Professional Development – both release from work to attend and registration paid by employer

Veterinary Nurse Receptionists:

Veterinary Nurse Receptionists are the first point of contact for clients:

- Pay should be at Veterinary Nursing Rates
- Use of veterinary nursing qualifications are acknowledged and utilized as effectively as possible
- Should be trained in triage

The NZVNA believe that all veterinary nurses and support staff should receive a performance related review after three months of employment. As an employee continues employment, these performance evaluations should occur on an annual basis, the frequency should be stated in individual employment agreements.

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