



## Employment guidance – 2022 Wage Guidelines

### Background:

Veterinary nurses\* have long been a critical part of any veterinary healthcare team. Veterinary nurses are ‘fee-earning’, meaning they contribute to the income of a veterinary practice, through their skill set and knowledge. Historically, veterinary nurses have been poorly paid, with many qualified veterinary nurses starting on minimum wage, and remuneration not increasing in line with experience.

The NZVNA recommends the following pay scale for veterinary nurses:

	Registered Veterinary Nurse/Veterinary Technician/Veterinary Technologist	Registered Veterinary Nurse Specialist
New graduate	\$26.00	\$36.00
2 years exp	\$28.00	\$38.00
4 years exp	\$30.00	\$40.00

\* Veterinary nurse in this context is synonymous with veterinary technician and veterinary technologist.

### External links:

- Living Wage <https://www.livingwage.org.nz/>
- NZVNA Salary Reports <https://www.nzvna.org.nz/My+Career/Wage+Information.html>

