

Wage Guidelines by Role and Location – 2015 – from survey commissioned by NZVNA

Role	Location	Gross annual median salary	Gross hourly median rate
Receptionist with no nursing duties	metropolitan city		
	provincial city	39998	19.23
	town		
	rural area location	39208	18.85
Receptionist with some nursing duties	metropolitan city	37440	18.00
	provincial city	35360	17.00
	town	35360	17.00
	rural area location	37107	17.84
Junior veterinary nurse	metropolitan city	30680	14.75
	provincial city	37440	18.00
	town	32240	15.50
	rural area location	33904	16.30
Veterinary nurse	metropolitan city	37440	18.00
	provincial city	37180	17.88
	town	37388	17.98
	rural area location	37440	18.00
Surgical nurse	metropolitan city	37752	18.15
	provincial city	38480	18.50
	town	40560	19.50
	rural area location	35360	17.00
Senior veterinary nurse	metropolitan city	39900	19.18
	provincial city	40040	19.25
	town	40560	19.50
	rural area location	42952	20.65
Head veterinary nurse	metropolitan city	44720	21.50
	provincial city	44720	21.50
	town	42640	20.50
	rural area location	40560	19.50
Practice Manager with no nursing duties	metropolitan city	44408	21.35
	provincial city		
	town	80000	38.46
	rural area location	52000	25.00
Practice Manager with some nursing duties	metropolitan city	42380	20.38
	provincial city	38480	18.50
	town	41600	20.00
	rural area location	56000	26.92
Lecturer/academic	metropolitan city	60000	28.85
	provincial city		
	town	60000	28.85
	rural area location	57700	27.74
	provincial city	31200	15.00

