



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.

To keep in line with these recommendations the minimum of an inflationary adjustment should be made every year to keep in line with inflation.

External links:

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

