



VETERINARY PROFESSIONALS SALARY SURVEY 2022

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About NSV Veterinary Recruitment

Offering full recruitment services nationally & internationally for locum and permanent veterinary professionals, we are experienced recruiters, with over 50 years of experience between the two founding partners alone.

Our number one priority is service, always being on hand and available whenever our clients or candidates require support.



We go beyond only matching the skills for clients and candidates but also consider careers that fit your character and ambition. We would love to hear from you and understand that finding the right person is critical for your business. We nurture long-term relationships and look forward to the opportunity to work with you as a client or candidate.

The NSV Veterinary Recruitment Salary Survey



The ranges given in the salary survey are intended to be a guide only. Factors, such as industry density, demographics and the local economic environment are all important considerations.

We are also able to offer a free bespoke salary benchmark service. This will take into consideration the specifics of a vacancy, the size of the practice and team, the local economy, and a competitor analysis.

Figures are basic salaries exclusive of benefits / bonuses unless otherwise specified. The figures for this year's salary survey were derived through a range of sources. These include:

- A review of the placements made by us in the past 6 months
- Current salaries and rates of those candidates registering for our services
- Published vacancies
- Market knowledge of our consultants

In total, salaries of over 3000 people were considered.

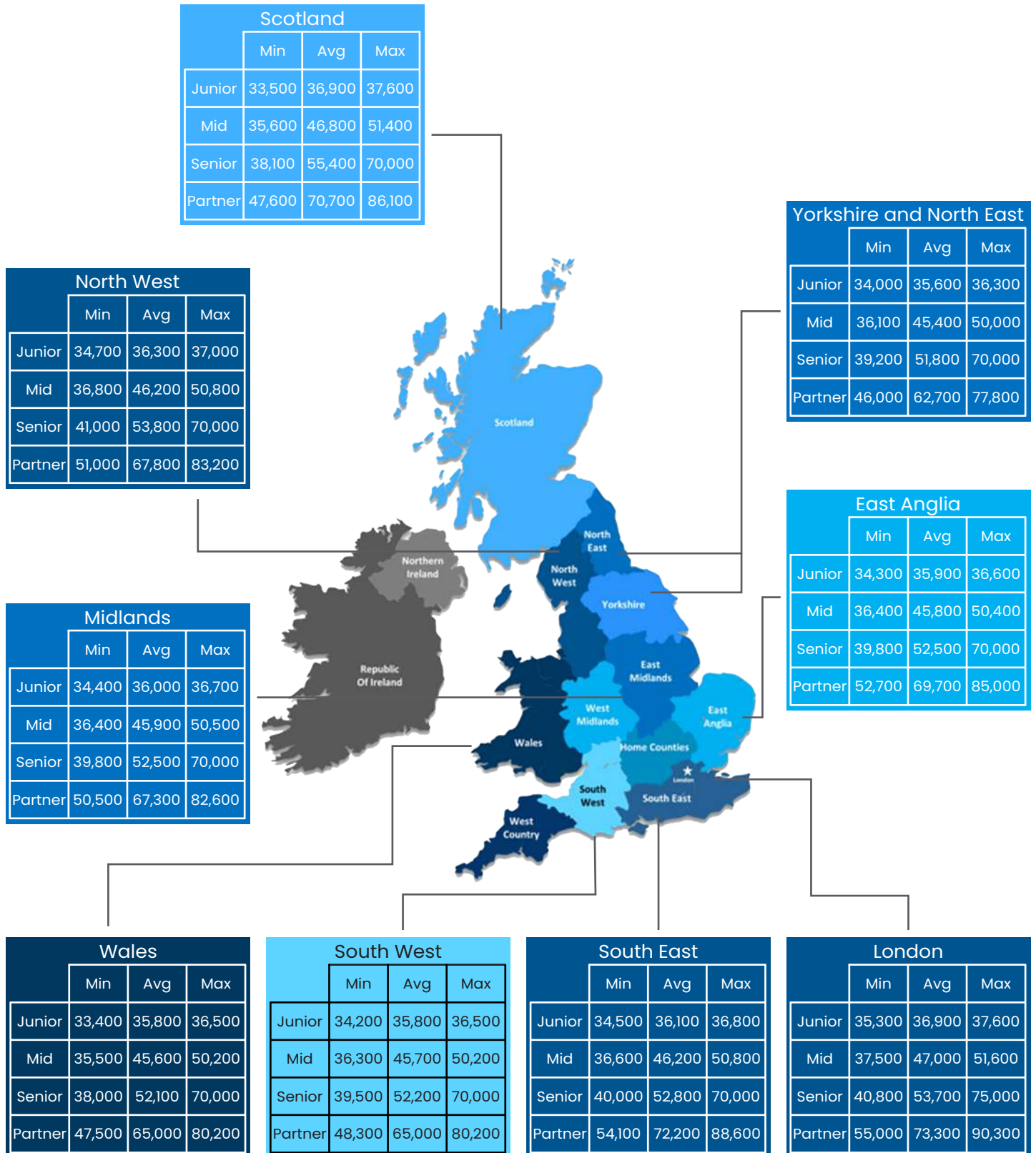
With the challenges of Covid, Brexit, the IR35 legislation in full force and stricter visa controls, the war for talent is hotting up. Some practices are reporting key positions being left unfilled.

The inaugural NSV Veterinary Recruitment salary benchmark provides key insights into the salaries being paid within very specific roles. This is not only vital information to inform any attraction strategy, but it is also important information if you are to retain your key people.

This year will see the industry impacted by new challenges, such as those continuing from Covid and new working practices. Therefore having your reward structure right is essential in order to ease the burden of hiring and retaining your people. Our salary benchmark gives you a snapshot of salaries currently being paid across the sector, as of December 2021.

Salary Survey (Vet)

Small Animal Practice (Permanent)



Salary Survey (Vet)

Equine + Farm Practice (Permanent)

Scotland			
	Min	Avg	Max
Junior	34,100	41,900	42,600
Mid	36,200	52,000	56,700
Senior	38,800	58,700	59,700
Partner	48,500	71,900	87,500

North West			
	Min	Avg	Max
Junior	37,500	39,100	39,800
Mid	39,600	49,200	53,900
Senior	42,900	55,900	56,900
Partner	51,900	69,000	84,600

Yorkshire and North East			
	Min	Avg	Max
Junior	34,600	36,200	37,000
Mid	36,700	46,200	50,800
Senior	39,900	52,700	53,800
Partner	46,800	63,800	79,200

Midlands			
	Min	Avg	Max
Junior	35,000	36,600	37,300
Mid	37,100	46,700	51,300
Senior	40,500	53,400	54,500
Partner	51,300	68,500	84,000

East Anglia			
	Min	Avg	Max
Junior	34,900	36,500	37,300
Mid	37,000	46,600	51,200
Senior	40,500	53,400	54,500
Partner	53,600	70,800	86,500



Wales			
	Min	Avg	Max
Junior	34,000	36,400	37,100
Mid	36,100	46,400	51,100
Senior	38,700	53,100	54,100
Partner	48,300	66,100	81,600

South West			
	Min	Avg	Max
Junior	34,800	36,400	37,100
Mid	36,900	46,400	51,100
Senior	40,200	53,100	54,100
Partner	49,100	66,100	81,600

South East			
	Min	Avg	Max
Junior	35,100	36,700	37,400
Mid	37,300	47,000	51,700
Senior	40,700	53,800	54,800
Partner	55,000	73,400	90,200

London			
	Min	Avg	Max
Junior	35,900	37,500	38,300
Mid	38,100	47,800	52,500
Senior	41,500	54,600	55,700
Partner	55,900	74,600	91,800

Salary Survey (Vet)

Mixed (Permanent)

Scotland			
	Min	Avg	Max
Junior	35,100	42,900	43,600
Mid	37,300	53,300	58,100
Senior	40,000	60,200	61,300
Partner	49,900	73,800	89,900

North West			
	Min	Avg	Max
Junior	38,500	40,200	40,900
Mid	40,700	50,500	55,300
Senior	44,100	57,400	58,500
Partner	53,300	70,900	86,900

Yorkshire and North East			
	Min	Avg	Max
Junior	35,600	37,300	38,000
Mid	37,800	47,500	52,300
Senior	41,100	54,200	55,300
Partner	48,300	65,700	81,600

Midlands			
	Min	Avg	Max
Junior	36,000	37,700	38,400
Mid	38,100	48,000	52,800
Senior	41,600	55,000	56,100
Partner	52,800	70,400	86,400

East Anglia			
	Min	Avg	Max
Junior	35,900	37,600	38,300
Mid	38,100	47,900	52,700
Senior	41,600	55,000	56,100
Partner	55,000	72,700	88,800



Wales			
	Min	Avg	Max
Junior	35,000	37,500	38,200
Mid	37,200	47,800	52,600
Senior	39,800	54,600	55,700
Partner	49,700	68,000	84,000

South West			
	Min	Avg	Max
Junior	35,800	37,500	38,200
Mid	37,900	47,800	52,600
Senior	41,300	54,600	55,700
Partner	50,500	68,000	84,000

South East			
	Min	Avg	Max
Junior	36,100	37,800	38,500
Mid	38,400	48,300	53,100
Senior	41,900	55,300	56,400
Partner	56,500	75,500	92,700

London			
	Min	Avg	Max
Junior	36,900	38,600	39,300
Mid	39,200	49,200	54,000
Senior	42,700	56,200	57,300
Partner	57,400	76,600	94,400

Salary Survey (Nurse)

Permanent

Scotland			
	Min	Avg	Max
Assistant	17,804	21,809	23,351
RVN	21,773	27,697	29,931
Senior / Manager	24,687	32,949	39,137

Yorkshire and North East			
	Min	Avg	Max
Assistant	18,413	20,794	22,312
RVN	22,352	26,593	28,794
Senior / Manager	25,938	29,809	35,868

North West			
	Min	Avg	Max
Assistant	18,949	21,352	22,886
RVN	22,926	27,211	29,434
Senior / Manager	27,554	31,479	37,624

East Anglia			
	Min	Avg	Max
Assistant	18,562	20,961	22,492
RVN	22,532	26,808	29,026
Senior / Manager	26,305	30,231	36,376

Midlands			
	Min	Avg	Max
Assistant	18,599	21,002	22,536
RVN	22,576	26,861	29,084
Senior / Manager	26,304	30,229	36,374



Wales			
	Min	Avg	Max
Assistant	17,756	20,897	22,423
RVN	21,713	26,726	28,938
Senior / Manager	24,620	30,018	36,119

South West			
	Min	Avg	Max
Assistant	18,506	20,898	22,424
RVN	22,464	26,727	28,939
Senior / Manager	26,121	30,019	36,121

South East			
	Min	Avg	Max
Assistant	18,654	21,065	22,603
RVN	22,711	27,021	29,257
Senior / Manager	26,461	30,409	36,591

London			
	Min	Avg	Max
Assistant	19,441	21,857	23,399
RVN	23,507	27,825	30,066
Senior / Manager	27,263	31,220	37,414

Salary Survey (Nurse)

Hourly

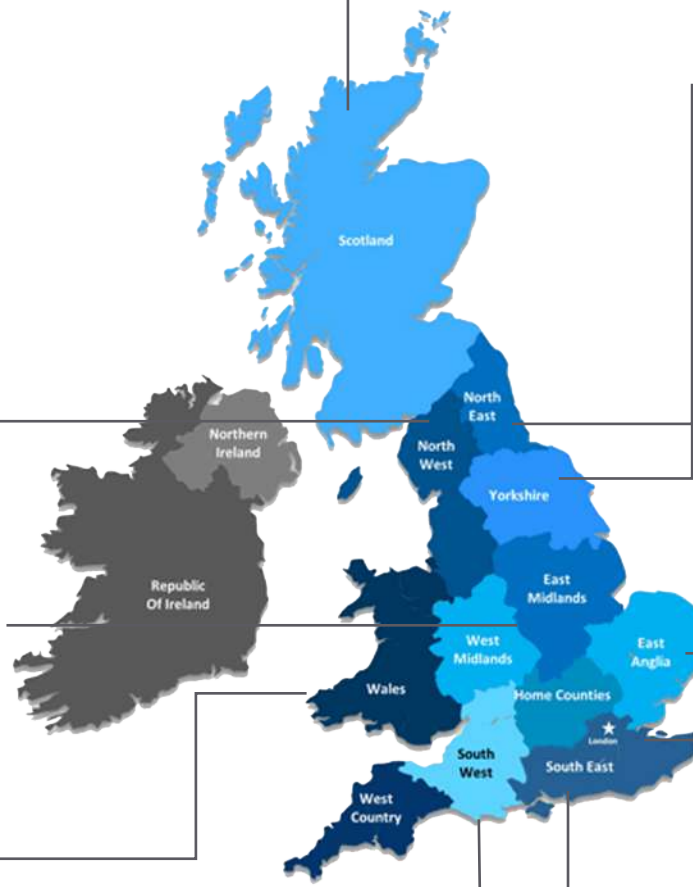
Scotland			
	Min	Avg	Max
Assistant	NMW	12.23	13.56
RVN	11.56	15.53	17.38
Senior / Manager	13.10	18.48	22.73

Yorkshire and North East			
	Min	Avg	Max
Assistant	9.77	11.66	12.96
RVN	11.86	14.91	16.72
Senior / Manager	13.77	16.72	20.83

North West			
	Min	Avg	Max
Assistant	10.06	11.97	13.29
RVN	12.17	15.26	17.09
Senior / Manager	14.62	17.65	21.85

East Anglia			
	Min	Avg	Max
Assistant	9.85	11.75	13.06
RVN	11.96	15.03	16.86
Senior / Manager	13.96	16.95	21.13

Midlands			
	Min	Avg	Max
Assistant	9.87	11.78	13.09
RVN	11.98	15.06	16.89
Senior / Manager	13.96	16.95	21.12



Wales			
	Min	Avg	Max
Assistant	NMW	11.72	13.02
RVN	11.52	14.99	16.81
Senior / Manager	13.07	16.83	20.98

South West			
	Min	Avg	Max
Assistant	9.82	11.72	13.02
RVN	11.92	14.99	16.81
Senior / Manager	13.86	16.83	20.98

South East			
	Min	Avg	Max
Assistant	9.90	11.81	13.13
RVN	12.05	15.15	16.99
Senior / Manager	14.04	17.05	21.25

London			
	Min	Avg	Max
Assistant	10.32	12.26	13.59
RVN	12.48	15.60	17.46
Senior / Manager	14.47	17.51	21.73

Veterinary Surgeon is Hardest Role to Fill in UK

New studies have shed light on the growing talent shortage in the UK veterinary profession.

Analysis by Indeed.com found that veterinary surgeon roles were the hardest to fill on the site. **52%** of veterinary surgeon jobs posted were classified as “hard to fill”, meaning they took over 60 days to fill.



Vet nurse roles came in sixth at **42%**. On average, just **16%** of job posts on Indeed are “hard to fill”.

The 10 Hardest to Fill UK Jobs

1. Veterinary surgeon: 52%
2. Optometrist: 49%
3. Senior auditor: 46%
4. Animator: 45%
5. HGV technician: 42%
6. Veterinary nurse: 42%
7. Senior software engineer: 40%
8. Estate agent: 40%
9. Programmer: 37%
10. Development operations engineer: 35%



Many of the jobs in the top 10 are highly skilled roles that require years of training and experience, and all have been hard to fill for several years.



Our survey of over 3000 veterinary professionals has revealed another possible reason for the shortage of vets and vet nurses: a shortage of money.

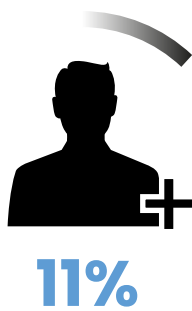
Average Pay for Vets and Vet Nurses in The UK

First-year vet: 34,710
 Small animal/exotic vet: 46,047
 Equine practice: £47,589
 Mixed practice: £48,922
 Qualified vet nurse: £22,506 - £29,274 depending on seniority

The overall gender pay gap for vets was 13%, but this was skewed by the results for older vets. For those qualified for under 15 years, it was just 3-6%, meaning senior women vets are severely underpaid in comparison.

The survey asked respondents how satisfied they were with their pay, hours and working conditions, career prospects, and support received.

Practice managers and veterinary surgeons in industry or field-based roles had the highest levels of satisfaction. In general, veterinary surgeons and nurses said they were more satisfied with their working conditions and less satisfied with their pay or career prospects.



At end of Q4 2021 there were **11%** more vacancies advertised in the sector than 12 months ago.

Permanent salaries

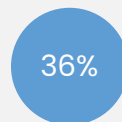
+ 8%

Temporary rates

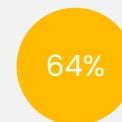
+ 11%

Whilst there is growth in jobs within the sector, this makes a wider issue.

Do you anticipate your team growing in the next 12 months?



Yes



No

Do you anticipate being promoted in the next 12 months?

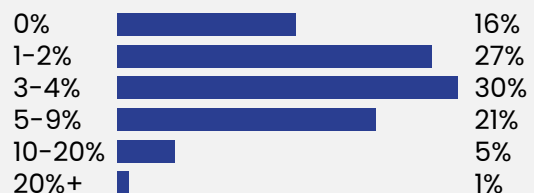


Yes

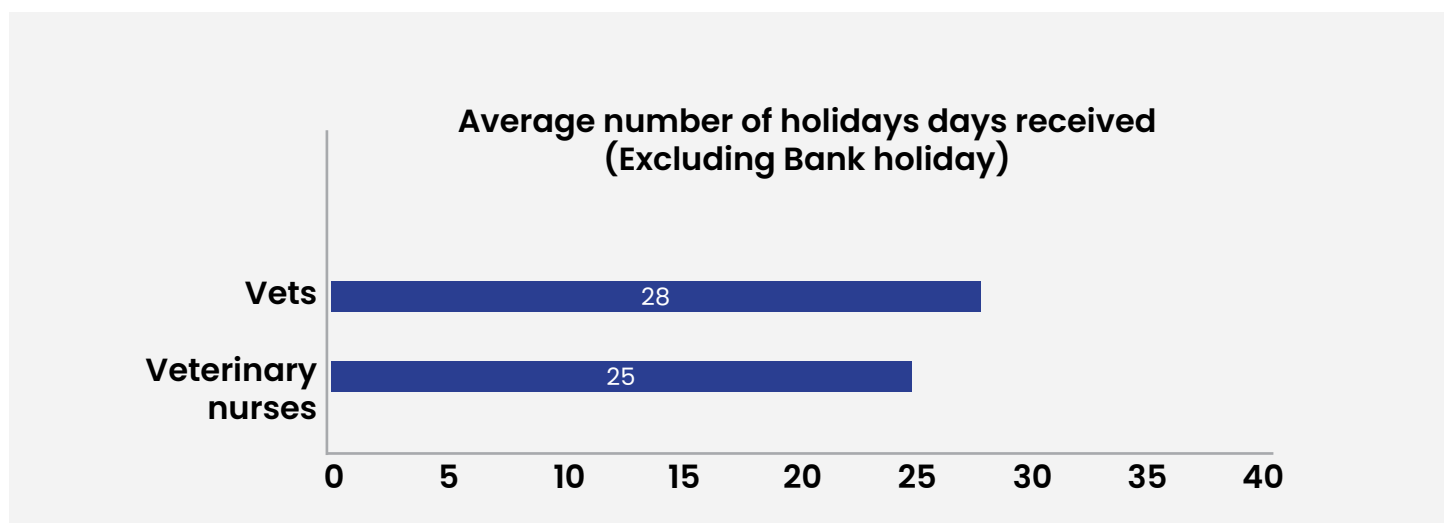


No

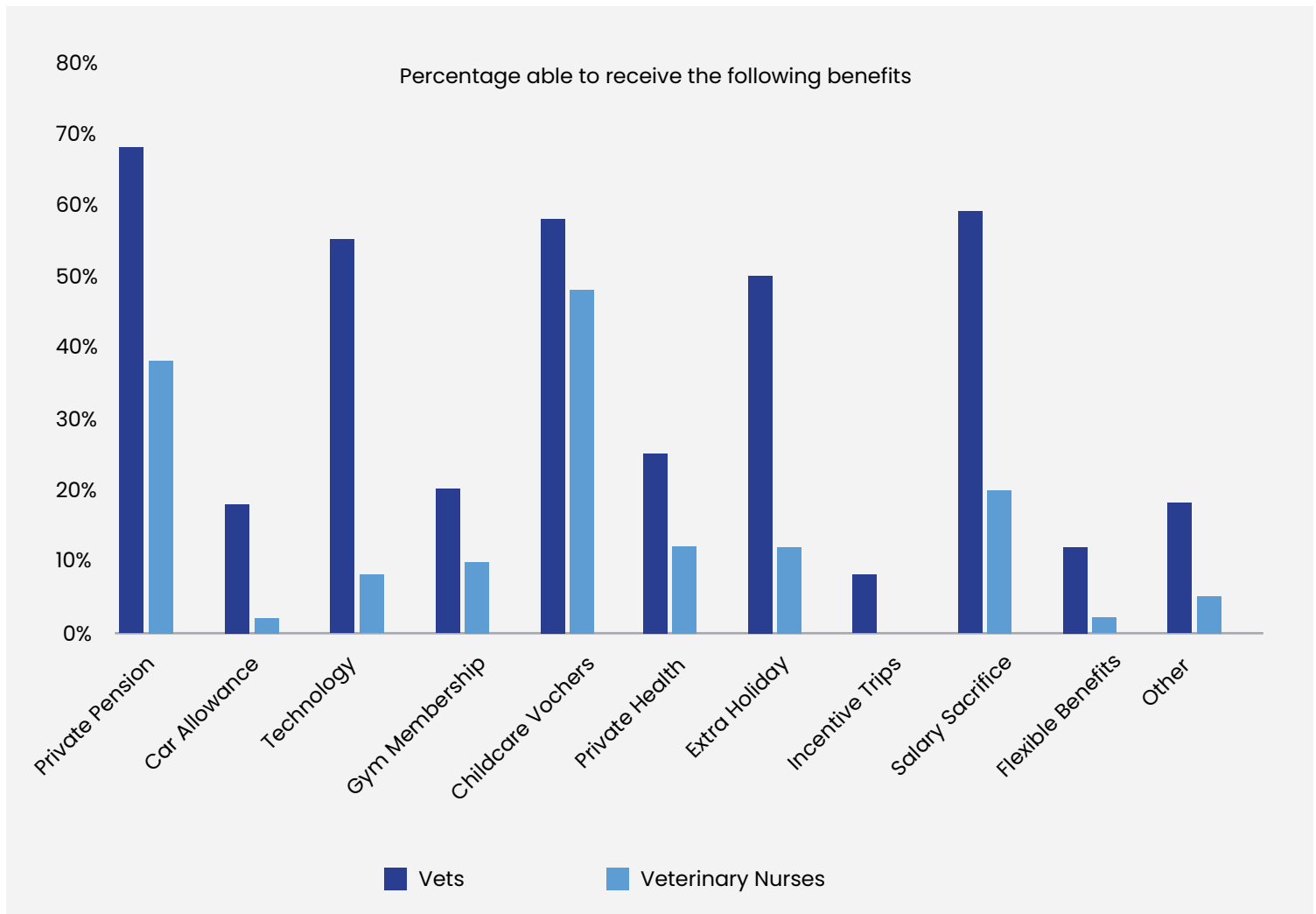
By what percentage has your salary increased over the past year?



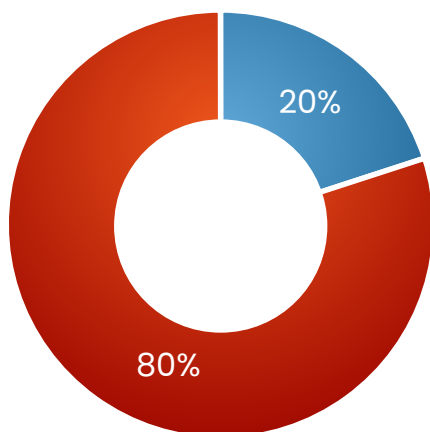
The Employer Value Propositions Most Important for This Talent



The Employer Value Propositions Most Important for This Talent

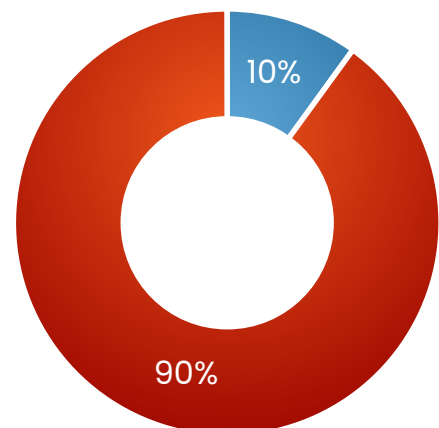


Are you able to receive flexible working?



Yes No

Of those unable to access flexible working, the average percentage wishing they could benefit from flexible working is:



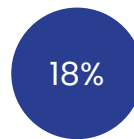
Would like flexible working Do not want flexible working

The Employer Value Propositions Most Important for This Talent



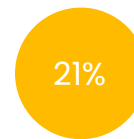
21%

The percentage of people likely to stay working within Veterinary Nursing if flexible working is offered.



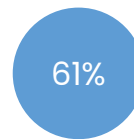
18%

Yes



21%

Neutral



61%

No

Do you feel valued by your employer in terms of recognition? (non-financial reward)



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