

2025 LAVT wage and role survey: shaping the future of New Zealand's veterinary technicians

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The Large Animal Veterinary Technician (LAVT) Group serves as the primary advocacy body for Large Animal Veterinary Technicians across New Zealand.

We are conducting an anonymous wage survey to establish current wage guidelines for Large Animal Veterinary Technicians (LAVTs) in New Zealand. Our goal is to present the findings at the LAVT stream of the NZVA conference on 6 June 2025, and share them on the LAVT website to benefit both the LAVT community and the broader veterinary industry.

The survey aims to gather comprehensive data to provide deeper insights into the roles LAVTs play within the industry, the responsibilities they hold in their clinics, and the remuneration they receive. This research will help us better understand the current landscape and inform future industry standards and policies.

Survey overview

The anonymous, online survey consists of several sections designed to collect data on:

- LAVT demographics.
- Professional experience.
- Employment conditions.
- Remuneration and benefits.
- Thoughts on professional development.

The survey is open to all individuals who identify as LAVTs, not just LAVT Group members. This includes seasonal and casual employees, as well as those who are not currently employed as LAVTs. LAVTs from all areas of veterinary practice are encouraged to participate, including those working in veterinary laboratories, research, equine, sheep, deer, academia, and even those who have transitioned into roles such as clinic management. While LAVTs are often associated with dairy cow care, we welcome LAVTs from all specialties to take part in this survey.

Research objectives

The primary aim of this survey is to conduct a comprehensive census of LAVTs in New Zealand. We seek to establish current demographic profiles, define the roles and responsibilities of LAVTs, and assess their remuneration. This data will provide a foundational dataset that will be invaluable for enhancing professional standards and informing future policy decisions within the veterinary sector.

Key research questions

1. **Demographic profile:** What is the age, gender, educational background, and years of experience of LAVTs practicing in New Zealand?

2. **Roles and responsibilities:** Where are LAVTs employed in New Zealand? How many LAVTs work in their clinic, and how has this changed since the last survey? What specific duties and responsibilities do LAVTs undertake in their daily practice?
3. **Remuneration and benefits:** What is the current salary range for LAVTs across different regions in New Zealand? What additional benefits are LAVTs receiving?
4. **Professional development:** What opportunities for continuing education and professional development are available to LAVTs, and how do these influence job satisfaction and retention rates?
5. **Perceptions about the industry:** To what extent are LAVTs familiar with and adhering to the standards and professional bodies established for their role?

Ethical standards

To ensure ethical standards in data collection and reporting, the Executive Committee of the LAVT Group has sought ethical approval for the survey. This process guarantees that the rights and confidentiality of all participants are respected. Additionally, we have consulted with the office of the Kaitohutohu to uphold the integrity of the survey process.

We encourage all LAVTs to participate in this important survey to help shape the future of the profession and contribute valuable data to support the industry's development.

Ref: Steph Mann – Consultation with the Office of the Kaitohutohu and Human Ethics application.