



2021-22 SPVS Salary Survey

Basic Salary Report

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SPVS 2021 Salary Survey - Basic Salaries

This supplementary report shows the BASIC salaries. It does not include elements of a salary package such as subscriptions, pension contributions, car allowances, accommodation allowances, CPD allowances etc. (See full survey for more information)

In the tables on the opposite page, the first table shows BASIC salary by region and the second table basic hourly rates i.e. not the package.

You will see there may be a discrepancy with Scotland and NI as this appears higher overall salary but lower hourly rate. Looking into the background of this it is because the hours worked for this region are much higher than the average which means they appear to be earning a higher salary, but it is because they work more hours.

The third table shows basic salary and hourly rate based on period qualified. The main discrepancy here is that the salary seems to drop off with increased years qualified. On the whole this is due to more qualified vets having a better overall package such as dividends/performance related pay etc so the basic package can look quite small. Also, whilst the hourly rate on the whole is still going up with years qualified the older vets are working fewer hours and therefore less of an basic salary.

Veterinary salaries by region					
	n	LQ	UQ	Median	
All vets	832	36500	54375	44000	
A. Wales/SW	163	36000	53000	43000	
B. London	33	40000	53000	43000	
C. SE England	192	38000	56000	45000	
D. Scotland and NI	127	37000	56100	46800	
E. N. England	118	34625	52000	41000	
F. Mersey/Midlands	183	36500	52000	42000	
G. Nat/Field based	16	48625	72000	59650	
H. Outside UK	23	50000	77500	59190	
Full and part time hourly rates					
	n	LQ	UQ	Median	
All vets	1064	17.55	27.71	22.26	
A. Wales/SW	222	16.5	27.42	21.97	
B. London	41	18.7	28.04	23.2	
C. SE England	246	18.19	28.85	23.41	
D. Scotland and NI	138	17.91	27.01	22.17	
E. N. England	149	17.07	27.88	21.54	
F. Mersey/Midlands	220	17.73	26.41	21.26	
G. Nat/Field-based	19	22.68	35.04	30.05	
H. Outside UK	27	22.4	40.44	27.89	
Veterinary Salaries by Period qualified (hourly rate only including full time)					
Period qualified	Median FT salary	Median hourly rate			
<1 year	£29,000.00	£14.89			
1	£33,000.00	£15.87			
2	£36,500.00	£17.23			
3	£38,000.00	£18.27			
4	£40,112.00	£20.19			
5	£42,000.00	£20.86			
6	£44,750.00	£22.25			
7	£48,000.00	£24.03			
8	£48,600.00	£24.04			
9	£45,900.00	£22.94			
10-<15	£48,000.00	£25.99			
15-<20	£47,895.00	£27.37			
20+ years	£51,000.00	£28.85			

Basic salaries for different genders

Veterinary basic salaries by gender				
	Any Gender	Male	Female	Difference
All periods qualified	£42,000	£48,250	£41,000	-15%
Up to 2 years	£33,000	£35,000	£32,000	-9%
2-5 years	£38,000	£41,000	£37,598	-8%
5-10 years	£45,000	£50,000	£44,500	-11%
10-15 years	£48,000	£54,500	£46,809	-14%
over 15 years	£50,000	£58,000	£46,125	-20%
Veterinary hourly rates by gender				
	Any Gender	Male	Female	Difference
All periods qualified	£22.26	£24.04	£21.78	-9%
Up to 2 years	£15.38	£17.07	£15.12	-11%
2-5 years	£18.27	£19.23	£18.12	-6%
5 to 10 years	£22.76	£24.04	£22.05	-8%
10 to 15 years	£25.96	£26.97	£25.72	-5%
over 15 years	£27.74	£28.61	£27.55	-4%

In the over 15 years group the difference was much larger for yearly salary rather than hourly pay. In this age group everyone is doing a similar number of hours (males average 41/week and females 40/week) but looking at the amount of dividends taken, an average males take £100,000 and females £74,339 so that is probably where this disparity comes from.

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