

Non-Salary Benefits

A Survey for Current & Potential Employees

Non-salary benefits play an important role in day-to-day job satisfaction. Practice owners and managers can utilize these questions to ascertain which non-salary benefits are most important/attractive to potential or current employees.

Current Employees

Response options:

	Not Offered	Disagree Strongly	Disagree	Neutral	Agree	Strongly Agree
1. I am satisfied with the level of health insurance from my employer.	NA	1	2	3	4	5
2. I understand how to fund my retirement account.	NA	1	2	3	4	5
3. I feel confident that my retirement account will allow me to retire comfortably.	NA	1	2	3	4	5
4. I understand my option to have student loan reimbursement from my employer.	NA	1	2	3	4	5
5. Having childcare support from my employer makes it easier to do my job.	NA	1	2	3	4	5
6. My employer offers generous parental leave.	NA	1	2	3	4	5
7. I understand my employer's parental leave package.	NA	1	2	3	4	5
8. I feel confident that I can take time off when I am sick.	NA	1	2	3	4	5
9. My employer's paid time off allowance is generous.	NA	1	2	3	4	5
10. The snacks provided at work are awesome and helpful to my day.	NA	1	2	3	4	5
11. I am satisfied with the options to have health and wellness memberships covered by my employer.	NA	1	2	3	4	5
12. I feel comfortable asking for time off.	NA	1	2	3	4	5
13. The practice encourages me to utilize my paid time off and I feel that I have enough time to care for myself.	NA	1	2	3	4	5
14. I am supported in my efforts to continue learning and developing my clinical skills.	NA	1	2	3	4	5
15. I am able to attend the CE meetings of my choice every year.	NA	1	2	3	4	5
16. My current set of non-salary benefits fits my needs well.	NA	1	2	3	4	5

If your needs are not being met, what is one small change the practice can perform to better support you?: _____

17. Have you read or heard about any interesting initiatives related to benefits you would like to bring to our attention?

Survey questions for potential employees located on reverse side.



Developed by the
AAEP Practice Culture Subcommittee 2023

Name: _____ Date: _____

Potential Employees

The following benefits are important to me:

	Disagree Strongly	Disagree	Neutral	Agree	Strongly Agree
1. Health insurance	1	2	3	4	5
2. Retirement account option Preferred type: _____	1	2	3	4	5
3. Student loan reimbursement	1	2	3	4	5
4. Equity or ownership potential	1	2	3	4	5
5. Profit sharing	1	2	3	4	5
6. Childcare resources	1	2	3	4	5
7. Parental leave	1	2	3	4	5
8. Food services and snacks	1	2	3	4	5
9. Gym reimbursement	1	2	3	4	5
10. Mental healthcare support or stipend	1	2	3	4	5
11. Phone reimbursement	1	2	3	4	5
12. Time off - paid and unpaid	1	2	3	4	5
13. CE allowance List amount or specific meeting: _____	1	2	3	4	5

Name: _____ Date: _____

For additional resources for use in your practice, visit aaep.org



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