

Non-Salary Benefits

Attract & Retain Practice Employees with Non-Salary Benefits

In the competitive landscape of veterinary medicine, the focus on non-salary benefits has become increasingly vital. While monetary compensation is often the primary factor in employment discussions, non-salary benefits play a crucial role in attracting and retaining talent.

These benefits—such as flexible scheduling, professional development opportunities, wellness programs, and a positive workplace environment—contribute significantly to employee satisfaction and engagement.

A holistic approach to compensation acknowledges the diverse needs and preferences of the workforce, promoting a culture where employees feel valued beyond their paycheck. By prioritizing non-salary benefits, veterinary practices not only enhance their appeal to potential hires but also foster a supportive culture that encourages loyalty, reduces turnover, and ultimately leads to better patient care.

Effective communication about compensation and benefits is essential in establishing a transparent workplace culture. Regularly scheduled discussions about both salary and non-salary benefits can demystify these topics, making employees feel more comfortable voicing their needs and aspirations. By framing these conversations as routine rather than reactive, practice leaders can cultivate an environment where feedback is welcomed, and solutions are collaboratively explored. This proactive approach not only mitigates potential conflicts but also creates a pathway for employees to discuss their professional growth and personal well-being, aligning their aspirations with the practice's goals.

By fostering a culture that values both salary and non-salary benefits, veterinary practices can create an engaging and supportive workplace that enhances employee satisfaction and retention. Open communication and regular check-ins regarding compensation can lead to a more harmonious and productive environment, benefiting both employees and the practice.

For help and guidance on how to facilitate these conversations, please use the step-by-step process on the next page.

Top Three Non-Salary Benefits Currently Offered in Equine Veterinary Practice:



Continuing Education Expenses



AAEP Membership Dues



Liability Insurance

Health insurance is considered a core employee benefit and lifestyle benefits (e.g. maternity and parental leave) are increasingly expected. Providing valuable benefits will help your practice be more attractive in the highly competitive job market.

58%



Of Veterinarians Are Offered Medical Insurance

38%



Of Veterinarians Receive Dental Insurance

26%



Of Veterinarians Receive Vision Insurance

11%



Of Veterinarians Receive Paid Maternity/Parental Leave

Source: 2022 AAEP Equine Medicine Salary & Lifestyle Survey

Eager to learn more? Read *How to Have a Conversation about Compensation and Benefits* in Equimanagement: <https://equimanagement.com/business-development/financial/how-to-have-a-conversation-about-compensation-and-benefits/>



Checklist for Employees & Practice Leaders: Conversations about Compensation and Benefits

EMPLOYER RESPONSIBILITIES

Preparation for Meetings

- ☐ Schedule a meeting well in advance to ensure ample time for discussion.
- ☐ Prepare background information on the position and the employee.
- ☐ Review previous expectations and agreements.
- ☐ Detail any new expectations or responsibilities for the employee.

During the Meeting

- ☐ Minimize interruptions to create a focused discussion environment.
- ☐ Maintain a positive and constructive attitude throughout the conversation.
- ☐ Encourage open dialogue, allowing employees to express their thoughts on non-salary benefits.

Summarizing Outcomes

- ☐ Recap the key points of the discussion at the end of the meeting.
- ☐ Document the meeting highlights and any new agreements.
- ☐ Plan for follow-up on any pending topics or discussions.

Post-Meeting Follow-Up

- ☐ Provide the written summary to the employee promptly.
- ☐ Schedule future check-ins to revisit any unresolved issues or new developments.

EMPLOYEE RESPONSIBILITIES

Preparation for Meetings

- ☐ Schedule a meeting with sufficient time to discuss your needs and expectations.
- ☐ Prepare a list of potential new benefits you would like to propose.
- ☐ Consider your future expectations and any new responsibilities you wish to discuss.

During the Meeting

- ☐ Engage actively in the conversation, expressing your thoughts on non-salary benefits.
- ☐ Be open to discussing how your goals align with the practice's mission.

Summarizing Outcomes

- ☐ Recap the key takeaways with your employer at the end of the meeting.
- ☐ Review the employer's written summary of the meeting and address any discrepancies.
- ☐ Plan for follow-up discussions on any pending topics or agreements.