

Q8 Briefly, can you tell us why people do NOT stay at your place of employment?

Answered: 344 Skipped: 96

#	RESPONSES	DATE
1	moving out of province, leaving the profession, and better work incentives such as CE and uniform allowance and medical benefits.	1/3/2018 12:49 PM
2	Bullying, poor management, low wage	12/29/2017 3:36 PM
3	Not enough organization with management, causing a stressful and dysfunctional work environment.	12/27/2017 10:21 PM
4	No retirement plan, shift work/weekend/nights, rate of pay, no paid sick days	12/27/2017 11:34 AM
5	Career changes, location changes, different opportunities, shift work	12/27/2017 10:47 AM
6	Wages, not using tech skills, staff tensions	12/19/2017 9:37 PM
7	burn out	12/19/2017 9:29 AM
8	Lack of appreciation & respect.	12/19/2017 12:24 AM
9	Wage, working conditions	12/16/2017 4:19 PM
10	Overworked and underpaid.	12/15/2017 2:08 PM
11	Too busy and stressful for the wage	12/15/2017 1:16 PM
12	Typically people are leaving town as opposed to leaving the job	12/15/2017 11:07 AM
13	Pay, not worth the time we put in. Attitudes - very type A driven field - lots of drama	12/11/2017 8:05 PM
14	Stress	12/11/2017 5:16 PM
15	The way the veterinarian/owner/manager runs the clinic	12/11/2017 1:19 PM
16	Maternity leave. My income would have been less than daycare for the twins, so I elected to stay home.	12/11/2017 6:38 AM
17	A lack of positive Management	12/10/2017 10:43 PM
18	Not paid enough	12/10/2017 9:17 PM
19	Wage, feeling unappreciated, personal conflict	12/10/2017 5:37 PM
20	Location, money, don't like shifts	12/10/2017 4:25 PM
21	I am very new at my current workplace, I left the previous clinic due to lower standards of care. Management issues, and the clinic not evolving with modern medicine. Very happy to be at an ever evolving clinic with high standard of care	12/10/2017 4:23 PM
22	We are a very busy Clinic with very high standards. The techs that don't stay are either usually let go because they just aren't working out or they leave for other dream jobs ie teaching, wildlife park, or they move away	12/10/2017 11:05 AM
23	Let go or moved on to a new opportunity	12/10/2017 9:09 AM
24	Moving house, retirement, family problems, health or injuries	12/9/2017 8:15 PM
25	Usually moved away	12/9/2017 8:02 PM
26	One owner was extremely difficult to work for, emotionally it would take a toll on people and the other bosses wouldn't do anything about how she treated the staff and people left because of her and the clinic lack of communication and support. Now that boss has retired things hopefully will be changing for the better and communication with staff should improve.	12/9/2017 4:30 PM
27	Salary and politics	12/9/2017 1:26 PM

28	Going to vet school. Poor management. Schedule (we are 24hrs).	12/9/2017 8:51 AM
29	Overworked/burnt out, treated poorly by some members of management, not enough money	12/9/2017 4:03 AM
30	Usually they leave the industry	12/8/2017 11:09 AM
31	In time I have worked there, no techs have left permanently	12/8/2017 6:04 AM
32	Stress. Stress from boss	12/7/2017 9:50 PM
33	Most people stay	12/7/2017 8:01 PM
34	Don't feel recognized and not used to work within a corporation as oppsed to privately owned practice	12/7/2017 7:58 PM
35	Pay, job satisfaction, personality of vets, respect	12/7/2017 12:22 PM
36	Mostly people have moved away and needed to find work at new hospitals. Only a few have left due to being unhappy and they tended to have a problem working for a corporation when we transitioned from private to corporate.	12/7/2017 11:59 AM
37	Poor management, poor wages, bullying, verbal abuse, arguments between coworkers, no work/life balance - too much overtime	12/7/2017 11:55 AM
38	Inequality, not a fair wage, poor ethics.	12/7/2017 10:43 AM
39	Too stressful, underappreciated, low pay	12/7/2017 7:46 AM
40	Under appreciation, inadequate patient care, no recognition of their contribution to the team, coworker conflicts, lack of proper management, over worked and under paid	12/7/2017 7:43 AM
41	Busy practice, alot of staff turn around in all positions.	12/6/2017 11:11 PM
42	Consistently low wages, heavy work load, better opportunities elsewhere	12/6/2017 9:55 PM
43	the owners of the clinic	12/6/2017 8:17 PM
44	lack of acknowledgement, low wages, overworked, not shown appreciation, too much overtime	12/6/2017 8:00 PM
45	Employers unappreciative and focused on money/invoicing	12/6/2017 7:46 PM
46	Lack of engagement and encouragement/appreciation from management. Also limited growth opportunities.	12/6/2017 6:34 PM
47	pay	12/6/2017 6:15 PM
48	Pursue other carrier ambitions, location	12/6/2017 4:57 PM
49	Long hours, no health or dental benefits, low wage to work/stress ratio	12/6/2017 4:05 PM
50	not enough pay. overworked. understaffed.	12/6/2017 3:45 PM
51	Very busy, stressful environment and the pay is not good. Most leave to either work in a smaller, less busy practice or to go back to school.	12/6/2017 3:12 PM
52	Wage, stress, rudeness of doctors/management	12/6/2017 2:42 PM
53	24hour hospital so normally the shift work gets too difficult	12/6/2017 2:03 PM
54	Life changes (or children or returning to school)	12/6/2017 1:00 PM
55	Low wages, lack of leadership and equality. Long hours, stressful job with no acknowledgement or recognition.	12/6/2017 10:11 AM
56	Vancouver is too expensive or they pick a new career	12/6/2017 8:25 AM
57	Poor management of personnel	12/6/2017 8:24 AM
58	Burnout, but we're a tech startup, not a vet clinic	12/6/2017 7:39 AM
59	Moving from town	12/5/2017 11:29 PM
60	most employees are long term. some have left from co-worker dispute	12/5/2017 11:19 PM
61	Offered better wages and/or hours somewhere else. Not being supported by management.	12/5/2017 11:12 PM
62	Wages are not high enough.	12/5/2017 10:34 PM
63	Management	12/5/2017 10:03 PM

64	The clinic I work at is an anomaly in the field. I have been at the clinic for 20years, another tech has been there almost 30 and we had a tech retire who was at the clinic for 35 years. Techs usually leave the practice to do other things, move from the town, maternity leave and don't come back or retire.	12/5/2017 9:53 PM
65	They have babies	12/5/2017 9:49 PM
66	Poor management ,over work andunder respected .	12/5/2017 9:45 PM
67	Personality conflicts with employer	12/5/2017 9:39 PM
68	They have been fired	12/5/2017 9:25 PM
69	High cost of living if single, limited housing options, change in personal relationships	12/5/2017 5:52 PM
70	Short staffed/overworked, and feeling underappreciated	12/5/2017 5:36 PM
71	Low wage for the amount of work we do	12/5/2017 5:27 PM
72	Burnout, fatigue	12/5/2017 4:32 PM
73	Overworked	12/5/2017 3:21 PM
74	Management and pay wage is too low	12/5/2017 2:54 PM
75	pregnancy	12/5/2017 12:56 PM
76	Small practice and not a lot of possibility to grow	12/5/2017 12:42 PM
77	I think: burnout, financial struggle, minimal growth, under use, lack of leadership	12/5/2017 12:37 PM
78	Start families, move out of town, both.	12/5/2017 12:34 PM
79	Our RVTs do not leave unless their family moves or after having children they have decided to be stay at home moms. Our Receptionists leave as they often go on to further education	12/5/2017 11:33 AM
80	high work load, burn out, having babies, angry crabby vets	12/5/2017 11:27 AM
81	Understaffed, underpaid, no longer want to do shift work	12/5/2017 11:07 AM
82	i don't know	12/5/2017 10:01 AM
83	Turn over is actually quite low. I would say ppl leave most likely due to burn out and too much expected overtime. Also poor management	12/5/2017 9:08 AM
84	The tension of the group of employees. Not recognized for good work done.	12/5/2017 9:06 AM
85	Overworked	12/5/2017 8:45 AM
86	Looking for a change/more challanges	12/5/2017 8:05 AM
87	Move away, go into a different line of work	12/5/2017 7:48 AM
88	Boss' behaviour	12/5/2017 7:26 AM
89	Changes in personal life/circumstances	12/5/2017 6:53 AM
90	Starting a family	12/5/2017 6:44 AM
91	New clinic last Vet Tech left to become a nurse.	12/5/2017 5:53 AM
92	No management. Poor work environment/moral.	12/5/2017 1:00 AM
93	Mostly pay, personal dramas.	12/5/2017 12:20 AM
94	better pay for less stressful work. Corporate.	12/4/2017 11:29 PM
95	Taking a job in a town closer to their home, having children, personality clash with doctors on staff	12/4/2017 11:19 PM
96	Lack of clear communication with our boss is the number one complaint.	12/4/2017 10:40 PM
97	Not applicable	12/4/2017 10:27 PM
98	issues with coworkers, feeling of lack of support/appreciation from management	12/4/2017 10:22 PM
99	Burnout	12/4/2017 10:16 PM
100	They have been let go	12/4/2017 9:56 PM

101	Too busy, personal conflict	12/4/2017 9:38 PM
102	usually personal reasons, marriage, baby, ect,: some due to stress, very busy practice	12/4/2017 9:28 PM
103	Owner - negative, poor management, unaccountable	12/4/2017 9:03 PM
104	burnout, low pay, exhausting hours	12/4/2017 8:56 PM
105	Feeling under appreciated, wage discrepancies, and lots of scheduling/exhaustion/burn out issues. Not feeling as valued as other team members.	12/4/2017 8:56 PM
106	Moving or decided to make career change	12/4/2017 8:47 PM
107	High stress, micro-managing, bullying by people in charge creating a fearful environment.	12/4/2017 8:39 PM
108	burn out, not feeling appreciated	12/4/2017 8:16 PM
109	Overall lack of utilization of tech skills	12/4/2017 8:12 PM
110	stress, move away	12/4/2017 7:54 PM
111	They leave town or go to a different field of work with better pay	12/4/2017 7:50 PM
112	No room for advancement	12/4/2017 7:48 PM
113	hard to say. there are only two of us.always the same employees	12/4/2017 7:41 PM
114	Not sure	12/4/2017 7:38 PM
115	all different reasons..mainly money and personal reasons	12/4/2017 7:27 PM
116	Low wage, benefits, lack of recognition	12/4/2017 7:23 PM
117	Work schedule, wages (too low for what they expect of us), work building (small old building and they keep cramming people in)	12/4/2017 7:23 PM
118	Low pay	12/4/2017 7:06 PM
119	Clashing personalities	12/4/2017 7:04 PM
120	Pay	12/4/2017 6:56 PM
121	starting wages are too low	12/4/2017 5:48 PM
122	management + short staffed (burnt out)	12/4/2017 5:40 PM
123	Wages	12/4/2017 5:24 PM
124	Return to school	12/4/2017 5:17 PM
125	I am the first RVT at this clinic and the 3 other staff have been here for approximately 8years each. The staff really enjoy working here	12/4/2017 5:08 PM
126	Change of career. Everyone stays other than that.	12/4/2017 4:54 PM
127	Shift work, burn out n pay	12/4/2017 4:42 PM
128	Become pregnant, move away to another city	12/4/2017 4:37 PM
129	maternity leave mostly	12/4/2017 4:33 PM
130	they do stay	12/4/2017 4:23 PM
131	personality conflicts	12/4/2017 4:20 PM
132	shift work	12/4/2017 3:57 PM
133	Stress levels, low wage, being spread thin due to understaffing	12/4/2017 3:54 PM
134	Too busy/stressful. Overworked.	12/4/2017 3:48 PM
135	Burnout	12/4/2017 3:32 PM
136	toxic manager and workplace. unrealistic expectations. low wage	12/4/2017 3:32 PM
137	Just started a new job this month. I left my job of 11 years due to the dr now allowing non trained staff to act as techs. As well as a change in medicine and no longer practicing high quality medicine or treating staff with respect.	12/4/2017 3:28 PM

138	No support from management regarding scheduling, hours, communication, etc	12/4/2017 3:21 PM
139	They move on to other fields (ie. emerg or wild life)	12/4/2017 3:12 PM
140	No room for growth, no incentives, low wage, no benefits, no job stability	12/4/2017 3:10 PM
141	High standards/job demands	12/4/2017 2:59 PM
142	Not paid enough; no appreciation; nothing to look forward to	12/4/2017 2:52 PM
143	Only 1 left -was been fired for incompetence.	12/4/2017 2:50 PM
144	Too busy	12/4/2017 2:38 PM
145	High stress and poor management of personnel. Poor ability to verbally communicate needs without insult or anger.	12/4/2017 2:27 PM
146	Wage, very little bonus with on call work.	12/4/2017 2:16 PM
147	Because the employer takes takes and no give or gratitude for good staff.	12/4/2017 2:06 PM
148	Maternity leave, unhappy with work load/work hours, burned out, switching to a different style of work	12/4/2017 2:01 PM
149	Fast-paced clinic, long hours/no breaks, low wage	12/4/2017 1:56 PM
150	Overworked	12/4/2017 1:51 PM
151	Wage, not being able to utilize our skills to the fullest, not being challenged	12/4/2017 1:50 PM
152	N/a, everyone has been here for many years	12/4/2017 1:49 PM
153	We have not had any staff turnover since I have been there.	12/4/2017 1:46 PM
154	Shift work, compensation	12/4/2017 1:42 PM
155	Stress	12/4/2017 1:37 PM
156	Politics	12/4/2017 1:29 PM
157	We are a new practice less than 3 years old so no one has quit yet. In my previous experience leaving clinics myself it is frustration of trying to do so much in such a rush and state of adrenaline. Personally I cannot make the animals wait for good and timely care and so my well being usually falls by the way side i.e. eating lunch, having a mental rest etc. In other practices I've had the added stress of being taken for granted and shamed for my short comings or challenges as a tech/person. My earlier point I think is a systemic attitude/problem in our industry not really isolated to one practice.	12/4/2017 1:27 PM
158	Interstaff bullying/poor job fulfillment	12/4/2017 1:26 PM
159	Poor salary, not enough recognition	12/4/2017 1:20 PM
160	Moving	12/4/2017 1:18 PM
161	No one has left since I started here	12/4/2017 1:15 PM
162	Wage, high cost of living in Vancouver, need to raise kids	12/4/2017 1:10 PM
163	They either get pregnant or burnt out.	12/4/2017 1:03 PM
164	There were many unhappy people. A lot of unregistered people	12/4/2017 1:02 PM
165	Family or spouses job	12/4/2017 12:42 PM
166	Over worked, underpaid, rarely get a lunch break	12/4/2017 12:41 PM
167	Conflict with personality. Female driven i du	12/4/2017 12:41 PM
168	Not sure, however it appears that they seek other opportunities	12/4/2017 12:35 PM
169	Money	12/4/2017 12:34 PM
170	Its not that they don't stay, usually leave to to life changes, hard to get anyone back up in our area to replace - quite remote	12/4/2017 12:32 PM
171	Wage, and poor management	12/4/2017 12:32 PM
172	Wages	12/4/2017 12:27 PM

173	Shift work and pay	12/4/2017 12:20 PM
174	Not treated like we're valued	12/4/2017 12:15 PM
175	We are one of the fortunate practices with excellent retention	12/4/2017 12:15 PM
176	Better hours, less stress, less overtime and better pay	12/4/2017 12:11 PM
177	Moved provinces, bad working relationship with vet	12/4/2017 12:10 PM
178	Wages, high stress, my last RVT coworker left to be a stay at home mom. I think many would stop working if they could afford it. I was told going into this job there is a high burn out. At my last job (different town) many became injured (ie bolting dog cause injured shoulder) or on stress leave and some eventually left because of it. Perhaps we need to be given coping skills to prevent burn out. And sufficiently employed so the weight of the job does take fall on one or two techs.	12/4/2017 12:07 PM
179	salary	12/4/2017 12:00 PM
180	Wage, compassion fatigue	12/4/2017 11:59 AM
181	work versus pay	12/4/2017 11:53 AM
182	Over worked, under payed, poor management	12/4/2017 11:51 AM
183	I currently work in Biotech for last 12 yrs. In clinic, people left b/c we did not get paid enough, and were overworked and treated poorly. In Biotech, I have only had employees leave because of education advancement or they were contractors wanting a full time position.	12/4/2017 11:29 AM
184	Staff treatment	12/4/2017 11:27 AM
185	Wage, inconsistent schedule	12/4/2017 11:20 AM
186	Unfair scheduling	12/4/2017 11:17 AM
187	Wages are too low and it's very hard on the body. Also there are no health benefits.	12/4/2017 11:16 AM
188	Long hours, morale issues, pay - but not different from anywhere else	12/4/2017 11:13 AM
189	We do not have a high turn over, it is a great job with decent pay, bonuses and benefits	12/4/2017 11:12 AM
190	Not enough pay or career advancement. I am not currently working in a practice because of that. However, I still work in the veterinary medicine field.	12/4/2017 11:05 AM
191	Haven't experienced a tech leaving our clinic yet. It's a newer clinic (running for 2 years)	12/4/2017 11:03 AM
192	Mostly the management issues. I am not currently working there due to lack of support for continueing education, unable to furth my career, wage wasn't enough for daycare once I had children, and management was terrible.	12/4/2017 11:01 AM
193	Usually they decide to leave the profession	12/4/2017 11:00 AM
194	Low wage	12/4/2017 10:58 AM
195	we are a new practice (opened 2014), we have have technicians who have all been here 2-3 plus years and no one has left.	12/4/2017 10:57 AM
196	Not enough growth/ learning. Job gets boring/ stagnant	12/4/2017 10:56 AM
197	Too busy for not enough staff	12/4/2017 10:53 AM
198	No competitive wages and overbooked	12/4/2017 10:47 AM
199	Personality disputes	12/4/2017 10:46 AM
200	Conflict with current staff and feeling under valued	12/4/2017 10:44 AM
201	Low Wage is the biggest factor with no promise for increase. We work hard and are not compensated appropriately. Underappreciated. Compassion fatigue. No compensation for wanting to become more educated.	12/4/2017 10:43 AM
202	It's a small town -- people come in, stay a while, leave. And the money isn't very good especially compared to oil/gas money (we're a rig town)	12/4/2017 10:39 AM
203	There is more money in the oil/gas field	12/4/2017 10:35 AM
204	Maternity leave	12/4/2017 10:26 AM

205	schedule, low pay, them using OJT techs	12/4/2017 10:20 AM
206	Personal reasons such as moving. We have very low turnover	12/4/2017 10:19 AM
207	Don't get paid enough for all the work we do. Under appreciated.	12/4/2017 10:17 AM
208	HR/Management problems	12/4/2017 10:14 AM
209	Wages	12/4/2017 10:09 AM
210	Politics.	12/4/2017 10:07 AM
211	Moving to different area due to spouse.	12/4/2017 10:07 AM
212	Pay	12/4/2017 10:06 AM
213	Low wage, lack on benefits (pension, rrsp contributions, not great extended benefits), commute, lack of communication, lack of respect/listening to support staff, lack of support, lack of respect for life/work balance.	12/4/2017 10:04 AM
214	Fair wages	12/4/2017 10:03 AM
215	Wages, previous staff benefits that have now changed for the better.	12/4/2017 10:03 AM
216	Mostly due to leaving the industry for either a career with higher pay or to stay home with children as tech wages do not pay enough to cover daycare and leave much to live off of in Victoria .	12/4/2017 10:01 AM
217	Stress levels are too high and there is so much pressure on the technicians. They are relayed on so heavily by the veterinarians that they become overwhelmed	12/4/2017 10:00 AM
218	Too busy. Take on too much and animal husbandry suffers.	12/4/2017 9:48 AM
219	under appreciated, overworked, no breaks, no wage increase, unwilling to change	12/4/2017 9:47 AM
220	stress, burnout	12/4/2017 9:46 AM
221	The same as most clinic's Wages, Burn out, personal satisfaction.	12/4/2017 9:45 AM
222	Wages	12/4/2017 9:44 AM
223	Understaffing is a chronic problem in clinics. Techs are hard to come by, and the stress of being understaffed all the time burns out the current techs.	12/4/2017 9:44 AM
224	Low wages long hours very few benefits	12/4/2017 9:43 AM
225	Unorganized management	12/4/2017 9:37 AM
226	Over worked/poor wages	12/4/2017 9:33 AM
227	low wage, toxic work environment (bullying), no room for wage increase corresponding to education/ skill set	12/4/2017 9:25 AM
228	Stress. No incentives and lack of support.	12/4/2017 9:18 AM
229	Why hire a RVT when you can hire anyone else and just train them up as a tech?	12/4/2017 9:14 AM
230	Low wage	12/4/2017 9:12 AM
231	They forget the golden rule!	12/4/2017 9:08 AM
232	Lack of pay, corporate takeover which sucks	12/4/2017 9:08 AM
233	I am working in a new practice that has only been open for 3 years. We have not had any of our techs leave their job.	12/4/2017 9:08 AM
234	Overworked, underpaid, underappreciated	12/4/2017 9:04 AM
235	They can't support themselves being paid as a technician. They leave for government jobs because they get paid 27\$ for scooping litter boxes at the shelter while I can't have a car and an apartment without severely struggling. It's frustrating because we have all the in depth skill and knowledge and I can't make a living of it. Even the 20+ year techs make a few dollars more maybe.	12/4/2017 9:01 AM
236	Low staff morale	12/4/2017 8:56 AM
237	Compassion fatigue	12/4/2017 8:55 AM
238	Low wages	12/4/2017 8:55 AM

239	We have not been able to find anyone to hire.	12/4/2017 8:52 AM
240	n/a - not working in a clinic	12/4/2017 8:52 AM
241	All of the techs at my current job are long term employees and there is rarely a job opening for a tech	12/4/2017 8:52 AM
242	Having babies and the pay isn't enough to make paying daycare worth it. Working full time to bring home \$500-1000 a month isn't enough.	12/4/2017 8:51 AM
243	Lack of respect, lack of leadership	12/4/2017 8:47 AM
244	Want to leave Yukon territory for work or school.	12/4/2017 8:30 AM
245	Mostly it's a tuff job with very little thanks also the pay is so low. Out of my class most had to leave to support their families.	12/4/2017 8:30 AM
246	The last one didn't leave, she got fired.	12/4/2017 8:30 AM
247	Move away from the city (Vancouver)	12/4/2017 8:28 AM
248	Techs have only left to move to other provinces or because a position came up in the horse sector.	12/4/2017 8:27 AM
249	Everyone stays at my place of employment! I work for the government as a tech	12/4/2017 8:26 AM
250	Stress and money, the wage is so low that it's not worth the stress. We are often short staffed, which increases the stress on the techs. Many of the techs I've worked with move on to a new profession.	12/4/2017 8:24 AM
251	Low wages	12/4/2017 8:22 AM
252	Newer practice, last tech here was the first tech employed. She left to travel.	12/4/2017 8:22 AM
253	Over work/burnout, poor wages, lack of respect from corporate management, difficult veterinarians	12/4/2017 8:20 AM
254	Bosses that are drug addicts, bosses that throw things at you, bosses that force you to practice their religion, bosses who wrongfully blame patient deaths on you... I could write a book on what I've been through in the last 8 years! I would not recommend this profession to anyone!	12/4/2017 8:19 AM
255	Burn out. 10 to 12 hour shifts that turn into 12 to 14 hour shifts. Promises of a better facility that never seems to happen. Adding on veterinarians and referral services with no increase in the space to work in.	12/4/2017 8:19 AM
256	Short staffed, long hours, no appreciation	12/4/2017 8:18 AM
257	Clashing personality and beliefs from the owners	12/4/2017 8:18 AM
258	Not the right fit for the job/not paid enough/lack of acknowledgement or support/not treated well by employer/days don't end at 5 and often no monetary compensation for staying later	12/4/2017 8:18 AM
259	Management	12/4/2017 8:17 AM
260	burnout, lack of job satisfaction	12/4/2017 8:17 AM
261	Low wages	12/4/2017 8:16 AM
262	Most people stay at my workplace	12/4/2017 8:15 AM
263	Wage, stress, lack of flexibility, team dynamics	12/4/2017 8:15 AM
264	No advancement, little pay, tired of being treated poorly	12/4/2017 8:13 AM
265	N/a	12/4/2017 8:11 AM
266	Overworked, underpaid, no communication, not appreciated, poor work well being, injury or sickness (some due to work or from being over worked)	12/4/2017 8:10 AM
267	Poor management, lack of respect, cutting hours even when understaffed, no room for growth, toxic work environment	12/4/2017 8:08 AM
268	Low wages, limited benefits, inconsistent hr management	12/4/2017 8:07 AM
269	Moving, maternity, and most recently, an unknown change of management.	12/4/2017 8:05 AM
270	Staff is not always treated professionally, techs are often asked to perform non-technical tasks, stuck in same schedule, lack of initiative by non-trained staff	12/4/2017 8:04 AM

271	Fast paced clinic where technicians are fully utilized, techs coming in don't have the experience or knowledge to keep up.	12/4/2017 8:02 AM
272	Pay	12/4/2017 8:00 AM
273	Found a better paying job	12/4/2017 7:59 AM
274	I am in the processes of looking for another job, I feel I am not recognized for what I do, what I can do is not be utilized, and I am not getting paid for my knowledge and experience. A lot of assistant here are very upset and dont think techs are worth it and there is a wage battle for them as well. REPECT is a huge thing that we are not getting from both ends. Though we are having trouble holding and getting staff.	12/4/2017 7:49 AM
275	Minimal benefits, emotional burn out, no support for compasion fatigue, long hours, no wage increases	12/4/2017 7:44 AM
276	All of the techs I work with have been at the clinic for over 15 years.	12/4/2017 7:42 AM
277	I think it would be due to location. It's in Vancouver and cost of living is so high and most people tend to live in the suburbs and commute in which makes things difficult in the long term. I know that is why I initially left this location but was full time before. And now I am part time with a child and even commuting in from Langley to Vancouver 2 days a week can be tough which will probably make me find a job closer to home but I love the people I work with so continue to work there.	12/4/2017 7:41 AM
278	Over worked and underpaid. Stressful	12/4/2017 7:41 AM
279	People stay generally where I work, it is a small practice in a small town. People only leave if they are wanting to leave the town not the practice generally. I did work in Vancouver though and left my place of work because Vancouver is very expensive to live and the wage does not allow you to get ahead	12/4/2017 7:39 AM
280	Poor wage, stagnant career opportunities, poor management not utilized to fullest capabilities. (The 3reasons why I recently left vet medicine as a tech) .	12/4/2017 7:39 AM
281	Working in a research setting, most RVTs remain in the job. If they leave, it's usually to move to another position within UBC.	12/4/2017 7:35 AM
282	Maternity leave that's it	12/4/2017 7:34 AM
283	High stress working environment, little managerial positive reinforcement or praise	12/4/2017 7:32 AM
284	Seasonal work	12/4/2017 7:29 AM
285	Burnout. To go back to school in a different area that will pay them much better when they graduate. To another job with higher wages.	12/4/2017 7:26 AM
286	Wage and work environment	12/4/2017 7:26 AM
287	Most People do stay there	12/4/2017 7:25 AM
288	I'm the only tech and have been there since my boss took the place over	12/4/2017 7:24 AM
289	People rarely leave, unless moving out of town for other reasons.	12/4/2017 7:20 AM
290	Pay and career growth limitations	12/4/2017 7:20 AM
291	Remote location	12/4/2017 7:19 AM
292	Wage, mental health, burnt out, lack of recognition, frequently so overbooked it's overwhelming.	12/4/2017 7:19 AM
293	Generally for better opportunity/benefits.	12/4/2017 7:18 AM
294	poor management	12/4/2017 7:16 AM
295	Poor leadership	12/4/2017 7:14 AM
296	Seasonal work	12/4/2017 7:14 AM
297	work environment used to be quite toxic- people chose to go elsewhere	12/4/2017 7:13 AM
298	Lack of appreciation for employees	12/4/2017 7:13 AM
299	Going back to school	12/4/2017 7:09 AM
300	Wage vs cost of living	12/4/2017 7:05 AM

301	Mostly due to lifestyle changes, need of a 9-5 job, pregnancy, things like that.	12/4/2017 7:05 AM
302	Pay, environment/lack of hr skills	12/4/2017 7:02 AM
303	They seek higher pay and benefits	12/4/2017 7:02 AM
304	Wages	12/4/2017 6:52 AM
305	retirement	12/4/2017 6:51 AM
306	Lack of hourly wage increases, poor leadership and management, chaotic work environment	12/4/2017 6:51 AM
307	university administration, long hours	12/4/2017 6:47 AM
308	Hostile work environment and insufficient monetary compensation	12/4/2017 6:46 AM
309	Unsure-wage and ?	12/4/2017 6:44 AM
310	Pay is higher elsewhere	12/4/2017 6:41 AM
311	not the right fit, issues with the boss	12/4/2017 6:35 AM
312	stressful high paced enviroment, small outdated space	12/4/2017 6:31 AM
313	Usually they are fired for too many errors. Those who have left have done so for monetary reasons.	12/4/2017 6:29 AM
314	move on to other careers. low wages	12/4/2017 6:27 AM
315	New bosses	12/4/2017 6:22 AM
316	Low pay, shift work hours, lack of appreciation	12/4/2017 6:00 AM
317	Rvt in general don't get paid enough. Stress. Burn out.	12/4/2017 5:58 AM
318	Hostile, unsupportive coworker of higher status	12/4/2017 5:56 AM
319	Their family moves.	12/4/2017 5:48 AM
320	to try another practice	12/4/2017 5:41 AM
321	Management issues, poor scheduling/lack of staff, lack of communication, poor morale	12/4/2017 5:36 AM
322	not well appreciated	12/4/2017 5:35 AM
323	Poor management, unresolved ongoing interpersonal issues, lack of appreciation, hierarchy of roles (ie vets and their needs are superior to all else), poor perks (ie no sick days, work all holidays without rotation or staff, inadequate benefits package)	12/4/2017 5:28 AM
324	Our Bosses attitude can get to people sometimes.	12/4/2017 5:22 AM
325	Difficult personalities	12/4/2017 5:19 AM
326	Social drama	12/4/2017 5:06 AM
327	Current clinic has low turnover.	12/4/2017 4:59 AM
328	To move on to other careers or further their education	12/4/2017 4:24 AM
329	Most technicians do stay other than leaving for maternity leave/ having kids etc.	12/4/2017 4:05 AM
330	I left my recent job due to then not valuing techs and being very difficult to work with (other vets I worked with also quit due to the owner and his wife)	12/4/2017 3:46 AM
331	Compassion fatigue, pay	12/4/2017 3:13 AM
332	Poor management, poor wages, no appreciation	12/4/2017 2:52 AM
333	Personality conflicts with employer	12/4/2017 2:49 AM
334	Don't get paid enough. Emergency hours working all nights and weekends. Employees bullying each other.burn out. Stress.	12/4/2017 2:07 AM
335	Usually the hours or they move to a different type of work	12/4/2017 2:06 AM
336	High stress level	12/4/2017 1:20 AM
337	research.. its a tough job sometimes	12/4/2017 12:59 AM

338	Compassion fatigue, wages, physical problems	12/4/2017 12:49 AM
339	Moving to different specialty field, change of field in general	12/4/2017 12:35 AM
340	Most have all stayed ,, other then moving because of a Husband job ,, all have worked at our clinic for 3-9 years	12/4/2017 12:23 AM
341	Lots is asked of us. With low pay and appreciation.	12/4/2017 12:19 AM
342	Too far	12/4/2017 12:18 AM
343	Not sure	12/4/2017 12:14 AM
344	Burnout	12/4/2017 12:09 AM