

AAHA! Denver 2007

Mo' Money!

March 20, 2007

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Are We Half As Good?

DOL Statistics from May 2004

	Required Schooling	Certifying Exam?	Median Salary
RN	2-4 years	Yes	\$52,330
Dental Hygienist	2-4 years	Yes	\$58,344
Radiology Technician	1-4 years	No	\$43,350
Veterinary Technician	2-4 years	Yes	\$24,939

Do you want a raise?

It all starts with YOU!

1. Make sure you deserve it
2. Be prepared
3. Choose the time
4. Do it!
5. Don't give up



Are you professional?

The Public Eye

Fair or not, it's reality

Think like an owner



Professional Appearance



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Technician, Pioneering the Profession

Professional Language


Never swear

Proper grammar

- “Irregardless” is not a word
- Yeah, uh-huh




@#\$%^&^!



That ain't
my job!



Could of..



Uh huh...

Be Professional

Don't gossip

Keep confidences

Always talk as though a client is in the
room



Are you making the most of your time at work?

“You’ve got time to lean, you’ve got
time to clean”

-US Army



Do you spend time caring for both the patients *and* their owners?

Are you a people-person?

If not, sharpen those skills

- Work on your emotional intelligence
 - *Emotional Intelligence: Why It Can Matter More Than IQ* by Daniel Goleman
- Attend *client*-based CE



Are you a team player?

What can YOU do to improve teamwork
in your hospital?



Can your technical skills and knowledge be improved?

CE Budget

Journals

Books

Mentors in your practice

Ask questions!



What special skills and talents do you bring to your employer?

New employee training

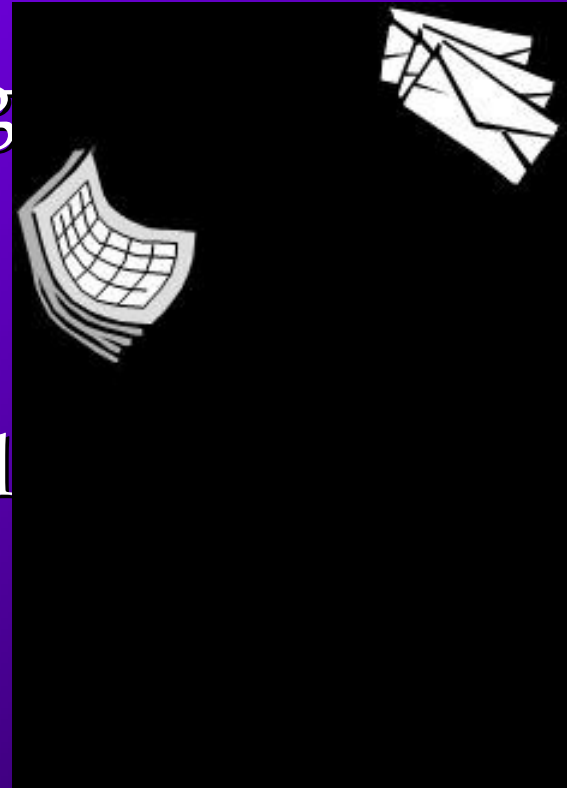
Grief counseling

Web site design

Catheter placement skill

A flair for organization

An “artistic eye”



How can you help to improve the hospital's bottom line?

Direct methods

- Dental health month
- Pain control
- Grooming
- Puppy training
- Accounts receivable reduction
- Pre-anesthetic blood testing compliance



How can you help to improve the hospital's bottom line?

Indirect methods

- New employee training program
- Technician specialty certification
- OSHA officer



VT Utilization

- Charting
- Sample collection
- Catheter placement
- Medication, chemo administration
- Anesthesia
- Animal restraint



VT Utilization

- Physical Therapy
- Care of feeding tubes, chest tubes, drains, and tracheal tubes
- Bandaging/wound care
- Central venous pressure
- Vital sign monitoring
- Palpate/express bladder



VT Utilization

- Care of non-ambulatory animals
- Stomach tubing
- Endotracheal intubation/extubation
- Admission/discharge of patients
- CPR
- Nursing care
- Nutrition



VT Utilization

- Prep for procedures
- Radiology
- MRI/CT
- Labwork
- Triage



VT Utilization

- Estimates
- Patient progress communication
- Call-backs
- Facilitation of client-doctor communication
- Client education
- Training



Personal Growth Opportunities

Licensure (www.aahanet.org, www.veterinaryschools.com)

Continuing education

Internship (www.amcny.org)

Join organizations

- AAHA (www.aahanet.org)
- NAVTA (www.navta.net)
- Association of Zoo Veterinary Technicians (www.azvt.org)
- Society of Veterinary Behavior Technicians (www.svbt.org)



Personal Growth Opportunities

Technician specialty certification

- Anesthesia (www.avta-vts.org)
- Emergency & Critical Care (www.avecct.org)
- Internal Medicine (www.aimvt.com)
- Dentistry (www.avdt.us)

Be Prepared

Know what the benchmarks are

Know your company policy

Figure out what you want

Come up with options

Choose the Time

Don't catch your boss by surprise
Annual review time or *after* a major
project

Take on more responsibility FIRST, ask
for a raise later

Do It!

Tell what you've been doing

Tell what you are willing to do

Give it in writing



Have a Contingency Plan

If you don't get the raise, ask what you need to do to get it

- Develop a plan in writing
- Make a timeline
- Follow up

What NOT to do

- Don't say why you need the money
- Don't bring up other peoples' salaries
- Don't act entitled
- Don't be unprofessional
- Don't threaten to quit
- Don't get personal
- Don't go for overkill
- Don't be bashful, don't be boastful

Write it Down!

1. What can you do to improve your professionalism:?
2. What special skills do you have (non-veterinary)?
3. What are you exceptional at doing?
4. What additional things will you do to bring value to the hospital?
5. What are your personal growth goals?

Thank you

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