

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Orthotist and Prosthetist

December 13, 2016

OBJECTIVE

The objective of the Market Supplement Program is to ensure that Saskatchewan health care employers can attract and retain the employees required to provide appropriate health care services to the people of Saskatchewan.

This program is designed to address specific skill shortages, by use of a temporary market supplement to attract and/or retain qualified employees. The program is designed to ensure that temporary market supplements respond to valid labour market criteria to address recruitment/retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Orthotist and Prosthetist classifications.

These two classifications received a market supplement as part of the SAHO/HSAS bargaining process in the fall of 2002. The Prosthetist and Orthotist classifications had annual reviews in 2003, 2004, 2005, 2006, 2008 and 2009. The recommendation was to maintain the existing market supplement each year until 2006, when the MSRC recommended to renegotiate the market supplement. A new market supplement was implemented in June 2007. This latest report is to be considered as part of the ongoing review of the market supplement process for this classification, as described in the SAHO/HSAS Letters of Understanding pertaining to the Market Supplement Program.

There was one health region that reported to this review. Other regions in Saskatchewan may use agencies, such as the Saskatchewan Abilities Council, to provide service for this function. Orthotists and Prosthetists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Prosthetist:

Prosthetists help those who have physical limitations, by designing, constructing and fitting artificial limbs.

A Prosthetist works closely with doctors, physiotherapists, occupational therapists and others in rehabilitation medicine. After assessing the needs of a patient, the Prosthetist may fabricate the support personally, or may develop specifications for its construction by a technician. The device is then fitted and adjusted to the patient. From time to time, repairs and maintenance work must also be done.

Prosthetists work in rehabilitation centres or private practice.

Qualifications:

Prosthetists are graduates of a two-year course, and must be certified by the Canadian Board of Certification for Prosthetists and Orthotists. After 22 months of work experience under the guidance of a certified Prosthetist, graduates write the National Certification exam of the Canadian Board of Certification for Prosthetists and Orthotists.

Role of an Orthotist:

Orthotists help those who have physical limitations by designing, constructing and fitting orthopedic braces and supports.

Orthotists work closely with doctors, physiotherapists, occupational therapists and others in rehabilitation medicine. After assessing the needs of a patient, the Orthotist may fabricate the support personally, or may develop specifications for its construction by a technician. The device is then fitted and adjusted to the patient. From time to time, repairs and maintenance work must also be done.

Orthotists work in rehabilitation centres or private practice.

Qualifications:

Orthotists are graduates of a two-year course, and must be certified by the Canadian Board of Certification for Prosthetists and Orthotists. After 22 months of work experience under the guidance of a certified Orthotist or Prosthetist, graduates write the National Certification exam of the Canadian Board of Certification for Prosthetists and Orthotists.

In Canada, there are three schools of Orthotics and Prosthetics (i.e. British Columbia Institute of Technology (BCIT) in Burnaby, B.C.; George Brown College in Toronto, Ontario; and College Montmorency in Laval, Quebec. Three western provinces (British Columbia, Alberta and Saskatchewan) jointly fund the Orthotist and Prosthetist program at BCIT. Every second year, BCIT accepts ten applications to the program. Applications are accepted on a prorated basis from each of the three western provinces.

Information regarding budgeted positions and vacancies is provided in the following table:

Table 1 – Orthotists/Prosthetists – Budgeted and Vacant Positions

Health Regions	Number of Budgeted Positions (As of December 2016)		Number of Vacant Budgeted Positions (As of December 2016)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Regina Qu'Appelle	8.5	0	2.5	0	0	0
TOTAL	8.5	0	2.5	0	29%	0%

ANALYSIS

The MSRC discussed the Labour Market Criteria as guided by the Market Supplement Program framework.

SERVICE DELIVERY IMPACTS: *(Employers were asked to provide information that addresses current service delivery impacts resulting from staff shortages; potential staff short term service delivery impacts; potential long term service delivery impacts; and options for alternative service delivery models.)*

The Regina Qu'Appelle Health Region reports some impact on services due to vacancies. In the interim, an out-of-province orthotist is employed on a casual basis to assist with service delivery and supervise an Orthotic intern. The region has also established a partnership with the Saskatchewan Abilities Council to assist with patient load.

VACANCY RATE ANALYSIS: *(Employers were requested to provide information about the frequency and timing of vacancy occurrences {i.e. seasonal vacancies; do the vacancies always follow an event; etc.}, and to identify trends that may affect recruitment/retention efforts.)*

The Regina Qu'Appelle Health Region reported 2.5 vacancies for the Orthotist/Prosthetist classification.

Table 2 – Orthotists/Prosthetists – Budgeted and Vacant Position Comparison (2003 – 2016)

Year	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
2003 Totals	6	0	2	0	33%	0%
2004 Totals	6	0	1	0	16%	0%
2005 Totals	6	0	1	0	16%	0%
2006 Totals	6	0	2	0	33%	0%
2008 Totals	6	0	0	0	0%	0%
2009 Totals	6	0	0	0	0%	0%
2010 Totals	7	0	2	0	28%	0%
2012 Totals	8	0	2	0	25%	0%
2013 Totals	6	0	2	0	33%	0%
2016 Totals	8.5	0	2.5	0	29%	0%

TURNOVER RATES: *(Employers were asked to provide local analysis of reasons for leaving and trends that may be emerging. They were also asked to provide annual turnover {loss of employees to other competitor employers} ratio to the existing staff complement {budgeted positions} in the given occupation.)*

The following turnover data is reported:

- Last 12 months – 2.5 (retirement).
- Previous 12 months = 1 (failed probation/dismissal).

RECRUITMENT ISSUE ANALYSIS: *(Employers were asked to provide information such as length of recruitment times, training investments, licensing issues, supply and demand issues, etc., as well as information that would identify trends that may affect recruitment and/or retention efforts).*

Recruitment and retention initiatives include paid internships and coverage of exam costs when candidates pass; as well as all placements for students still in their clinical training programs.

SALARY MARKET CONDITIONS: *(Employers were asked to identify situations where their salary levels are lower than other employers that they would expect to recruit employees from, or other employers that recruit their employees. This may be local, provincial, regional, national or international, depending on the occupation group and traditional recruitment relationships. Cost of living considerations may or may not be appropriate to factor into market salary comparison)).*

The MSRC reports the following market conditions for Orthotists and Prosthetists. *(Note: both classifications receive the same pay level.)*

- Saskatchewan health regions – minimum \$40.933/hour, maximum \$49.733/hour; five steps. Effective April 1, 2016.
- Alberta health regions – minimum \$40.92/hour, maximum \$54.46/hour; nine steps. Effective April 1, 2016.
- British Columbia health regions – minimum \$28.54/hour, maximum \$35.59/hour; six steps. Effective April 1, 2016.
- Manitoba health regions (Orthotist) – minimum \$26.365/hour, maximum \$31.721/hour; seven steps. Effective April 1, 2015.

CONCLUSIONS AND RECOMMENDATIONS:

Considering the labour market criteria under the provincial framework, the Market Supplement Review Committee makes the following conclusions:

- The Regina Qu'Appelle Health Region reported some vacancy-related service delivery issues for the Orthotist/Prosthetist classifications.
- The Regina Qu'Appelle Health Region reports 2.5 full-time vacancies for the Orthotist/Prosthetist classifications.
- Recruiting to vacancies for these classifications can be difficult and time consuming, since there is a very limited supply of these professionals in North America.

Having reviewed the employer information, and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends maintaining the current market supplement for the Orthotist/Prosthetist classifications.

APPENDIX A

Market Supplement Consideration Request – Orthotist and Prosthetist

Respondent

- Regina Qu'Appelle Health Region