

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Paramedic

March 26, 2018

OBJECTIVE

The objective of the Market Supplement Program is to ensure that the Saskatchewan Health Authority (SHA) 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 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 Paramedic classification. The initial market supplement report was released by the Market Supplement Review Committee on August 6, 2002, and implemented on October 16, 2002. The market supplement rate of pay for Paramedics was increased in February 2006 through the adjudication process, as outlined in the Market Supplement Letters of Understanding between SAHO and Health Sciences Association of Saskatchewan (HSAS).

This latest report is to be considered as part of the ongoing review of the market supplement process for this classification.

Role of a Paramedic:

Paramedics provide intervention services to those clients requiring Emergency Medical Services (EMS). These interventions have been demonstrated to be life saving and significantly impact patient comfort and outcome. Paramedics are able to provide the following:

- *Pain control through the administration of narcotics.*
- *Stabilization of severe respiratory distress.*
- *Diuresis of Congestive Heart Failure patients.*
- *Full ACLS resuscitation equivalent to that performed in the Emergency Department.*
- *Twelve lead ECG interpretation.*
- *Cardiac pacing.*

There were five respondents reporting to this review. A number of locations through Saskatchewan utilize private ambulance services, and that information is not included in this report.

Qualifications:

There are multiple levels of EMS practitioners in Saskatchewan. To apply to the Paramedic program, these practitioners must have two years experience as an EMT. The Paramedic training program consists of thirteen weeks of training.

The most comprehensive EMS practitioner in Saskatchewan is the Paramedic.

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

Table 1 – Paramedics – Budgeted and Vacant Positions (March 2018)

Number of Budgeted Positions (As of March, 2018)		Number of Vacant Budgeted Positions (As of March, 2018)		% Vacancy	
Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
64	18	4	5	6%	27%

ANALYSIS

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

SERVICE DELIVERY IMPACTS: *(Respondents 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.)*

Two locations reported no service delivery issues related to recruitment and retention, and one reported experiencing moderate service delivery issues. Other locations reported service issues due to some incumbents who have moved to other newly created Paramedic positions in the Primary Care areas of the Health Authority.

VACANCY RATE ANALYSIS: *(Respondents 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.)*

Four full-time vacancies and five part-time vacancies were reported for this review. All vacancies are attributed to the hiring of Paramedics to Primary Care areas.

Table 2 – Paramedics – Budgeted and Vacant Position Comparisons (2002 to 2018)

Paramedic Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2002 Totals	34	0	6	0	17.6%	0%
2003 Totals	37	0	11	0	29.7%	0%
2004 Totals	34	0	7	0	20.5%	0%
2007 Totals	35	0	3	0	8.5%	0%
2008 Totals	37	0	0	0	0%	0%
2009 Totals	40	2	0	0	0%	0%
2010 Totals	42	3	0	0	0%	0%
2011 Totals	45	3	0	0	0%	0%
2012 Totals	53	2	0	0	0%	0%
2013 Totals	62	2	3	0	4.8%	0%
2014 Totals	63	3	5	1	7.9%	33.3%
2015 Totals	50	5	2	1	4%	20%
2016 Total	52	18	5	2	10%	11%
2017 Total	53	28	2	7	3.7%	25%
2018 Total	64	18	4	5	6%	27%

*Disclaimer: Data reported in Table 1 and/or Table 2 may be as a result of different locations reporting year to year.

TURNOVER RATES: *(Respondents 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.)*

Of the locations that track and report turnover, the following data was reported:

- Last 12 months – 2 (1 other employment; 1 other reasons).

RECRUITMENT ISSUE ANALYSIS: *(Respondents 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.)*

Two respondents reported that recruiting time for this classification ranged from ten days to a month. All respondents indicated they utilize typical recruitment and retention initiatives, including:

- offering practicums for PCP and ACP students;
- providing relocation and tuition/educational incentives;
- advertising;
- attending career fairs; and
- offering education leave.

SALARY MARKET CONDITIONS: *(Respondents 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 comparisons.)*

The MSRC reports the following market conditions for Paramedics:

- Saskatchewan Health Authority – Minimum \$33.173/hour, maximum \$40.529/hour; five steps. Effective April 1, 2017.
- Alberta Health Services – minimum \$33.99/hour, maximum \$44.75/hour; nine steps. Effective April 1, 2016.
- British Columbia Regional Health Authorities – minimum \$34.84, maximum \$38.94/hour; seven steps. Effective April 1, 2017.
- Manitoba Regional Health Authorities – minimum \$35.72, maximum 42.28/hour; five steps. Effective April 1, 2016.

The SAHO/HSAS collective agreement expires March 31, 2018.

CONCLUSIONS AND RECOMMENDATIONS:

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

- Minimal service delivery issues related to recruitment and retention were reported by respondents to the review.
- Four full-time vacancies and five part-time vacancies were reported.
- Respondents reported minimal recruiting challenges for this classification.

Having reviewed the information as provided by respondents, 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 Paramedic classification.