

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Speech Language Pathologist

March 28, 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 temporary market supplement, to attract and/or retain qualified employees. The program is also designed to ensure that temporary market supplements respond to valid labour market criteria, to address recruitment/retention pressures.

A market supplement will be an acceptable option only if:

- workplace initiatives have not addressed the skill shortage;
- labour market data supports a supplement; and,
- recruitment/retention is a problem, is affecting service delivery, and is well documented.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed documentation submitted in the review process regarding a market supplement for the Speech Language Pathologist classification. Currently, this classification does not receive a market supplement.

Speech Language Pathologists are members of the Health Sciences Association of Saskatchewan (HSAS). This market supplement review was requested by HSAS.

There were ten locations throughout the SHA that contributed data for this analysis on Speech Language Pathologists.

Role of a Speech Language Pathologist:

Speech Language Pathologists provide their service to pediatric and/or adult clients from acute care to the community.

Speech Language Pathologists diagnose communication disorders (comprehension and expression) and swallowing disorders. They plan and implement treatment in language, speech, voice and/or swallowing disorders. Speech Language Pathologists design and employ augmentative and alternative communication; and consult regarding language stimulation, inclusion strategies and teaching adaptation for students with language impairments.

Speech Language Pathologists place special emphasis on pediatric and preschool clients, in order to identify and correct impairments at early stages of development.

Qualifications:

There are six Canadian training programs. These are located at the University of British Columbia, University of Alberta, University of Western Ontario, University of Toronto, McGill University and Dalhousie University. There is another school at Minot State University in North Dakota, where a small number of Canadians graduate.

There is no training program in Saskatchewan. Typically, students complete their internships and practicums within the province they attend university.

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

Table I: Speech Language Pathologist – Budgeted and Vacant Positions:

Number of Budgeted Positions (As of March 2018)		Number of Vacant Positions (As of March 2018)		% Vacancy	
Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
76	32	2	2	2%	6%

ANALYSIS

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

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.)*

There were ten locations that contributed to this review. Seven reported no service delivery issues, and three experienced minor issues that contributed to slight increases in wait lists and some workflow delays

Those with minor issues reported that recruiting to temporary and casual positions is challenging. To assist with meeting service demands, they occasionally referred clients to tertiary centres, and established partnerships with other agencies.

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.)*

There were two full-time and two part-time vacancies reported in this review, for vacancy rates of 2% and 6% respectively.

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.)*

The following turnover is reported:

- Last 12 months = 9 (3 other reasons; 2 other employment; 2 retirements; 1 family/domestic reasons; 1 not specified).
- Previous 12 months = 1 (not specified).

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.)*

From this review, several respondents reported average recruiting times of one to two months. Most offer relocation, recruitment, tuition/educational allowances and bursary incentives, with return for service agreements. They also provide practicum placements and mentoring for students.

Respondents generally used typical recruiting measures (i.e. advertising online; attending career fairs; and other networking activities).

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 Speech Language Pathologists:

- Saskatchewan Health Authority – minimum \$37.805/hour, maximum \$46.226/hour. Effective April 1, 2017.
- Alberta Health Services – minimum \$41.85/hour, maximum \$55.25/hour. Effective April 1, 2016.
- British Columbia Regional Health Authorities – minimum \$32.39/hour, maximum \$40.40/hour. Effective April 1, 2017.
- Manitoba Regional Health Authorities – minimum \$38.477/hour, maximum \$48.444/hour. Effective April 1, 2017.

CONCLUSIONS AND RECOMMENDATIONS

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

- The majority of respondents experienced no service delivery issues due to recruitment and retention pressures.
- Vacancy rates of 2% for full-time and 6% for part-time positions were reported for this classification.
- No excessive recruitment and retention activities were indicated in this review, with several respondents reporting relatively short recruiting times for this classification.

Having reviewed the information as provided by respondents, and considering the labour market criteria, the Market Supplement Review Committee does not recommend the implementation of a market supplement for the Speech Language Pathologist classification at this time.