

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Nutritionist

July 15, 2014

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 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 documentation submitted in the review process regarding the market supplement for the Nutritionist classification. The request for a market supplement review was made by Health Sciences Association of Saskatchewan (HSAS). This classification does not currently have a market supplement.

There were nine health regions that reported to this analysis on Nutritionist. Nutritionists are members of HSAS.

Role of a Nutritionist:

This classification is a member of a multi-disciplinary program team that addresses health issues through food and nutrition-related health promotion strategies. A Nutritionist plans, implements and evaluates nutrition-related programs for the general population, selected target audiences, professionals, community groups and individuals.

Qualifications:

The Nutritionist classification requires a degree with a major in foods and nutrition. Also must have licensure with the Saskatchewan Dietetic Association and membership with the Dieticians of Canada.

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

Table 1 – Nutritionist – Budgeted and Vacant Positions (July, 2014)

Health Regions	Number of Budgeted Positions (As of July, 2014)		Number of Vacant Budgeted Positions (As of July, 2014)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Cypress	1	0	0	0	0	0
Heartland	1	0	0	0	0	0
Kelsey Trail	1	0	0	0	0	0
Prairie North	1	0	0	0	0	0
Prince Albert	1	0	0	0	0	0
Parkland						
Regina Qu'Appelle	2	0	0	0	0	0
Saskatoon	3	4	0	0	0	0
Sun Country	1	0	0	0	0	0
Sunrise	2	0	0	0	0	0
TOTAL	13	4	0	9	0	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).*

No service delivery issues related to recruitment and retention were reported by the participating employers.

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).*

No permanent full time vacancies were reported by employers.

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.).*

Of the regions that track and report turnover, the following data is reported:

- Last 12 months – 0
- Previous 12 months – 0

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).*

All employers reported no recruiting or retention efforts due to lack of vacancies.

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 comparisons).*

The MSRC reports the following market conditions for Nutritionists:

- Saskatchewan health regions – Minimum \$31.318/hour, maximum \$38.293/hour, 5 steps effective April 1, 2012.
- Alberta health regions – Minimum \$36.29, maximum \$48.25/hour, 9 steps effective April 1, 2013.
- British Columbia health regions – Minimum \$28.99, maximum \$36.16/hour, effective April 1, 2013.
- Manitoba – Minimum \$26.696/hour, maximum \$35.751/hour, effective April 1, 2013.

The current collective agreement expired March 31, 2013 and SAHO and HSAS have started negotiations working towards a new collective agreement.

CONCLUSIONS & RECOMMENDATIONS:

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

- No service delivery issues related to recruitment and retention were reported by the health regions.
- No full time vacancies were reported by Saskatchewan health regions.
- No turnover was reported by the health regions from this review.
- No recruiting or retention issues were reported by participating health regions.

Having reviewed the employer information and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends that a market supplement is not required for the Nutritionist classification at this time.

APPENDIX A

Market Supplement Consideration Request – Nutritionist

Employer Respondents

1. Cypress Health Region
2. Heartland Health Region
3. Kelsey Trail Health Region
4. Prairie North Health Region
5. Prince Albert Parkland Health Region
6. Regina Qu'Appelle Health Region
7. Saskatoon Health Region
8. Sun Country Health Region
9. Sunrise Health Region