

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Orthotist and Prosthetist

June 23, 2010

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 Prosthetist and Orthotist 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 on-going 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. Prosthetists and Orthotists 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 either 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 twenty two 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 either rehabilitation centres or private practice.

Qualifications:

Orthotists and Prosthetists are graduates of a two year course and must be certified by the Canadian Board of Certification for Prosthetists and Orthotists. After twenty two 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 i.e. B.C., Alberta, and Saskatchewan, jointly fund the Orthotist and Prosthetist program at BCIT. BCIT accepts ten applications every second year to the program. Applications are accepted on a pro-rated basis from each of these three provinces.

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

Table 1a) Prosthetists – Budgeted and Vacant Positions (June 2010)

Health Regions	Number of Budgeted Positions (As of June, 2010)		Number of Vacant Budgeted Positions (As of June, 2010)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Regina Qu'Appelle	4	0	0	0	0	0
TOTAL	4	0	0	0	0%	0%

Table 1b) Orthotists – Budgeted and Vacant Positions (June 2010)

Health Regions	Number of Budgeted Positions (As of June, 2010)		Number of Vacant Budgeted Positions (As of June, 2010)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Regina Qu'Appelle	3	0	2	0	66%	0
TOTAL	3	0	2	0	66%%	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).*

As reported in previous reviews, an experienced pool of Orthotists and Prosthetists is necessary for ongoing delivery of service. Limited resources in this area and an on-going wait list are factors that can affect the delivery of service.

The Regina Qu'Appelle Health Region reported significant service delivery issues directly related to unfilled vacancies.

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 two vacancies for the Orthotist and no vacancies for the Prosthetist classifications.

Table 2a) Prosthetists – Budgeted and Vacant Position Comparison (2002 – 2010)

Prosthetist Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2003 Totals	3	0	1	0	33%	0%
2004 Totals	3	0	0	0	0%	0%
2005 Totals	3	0	0	0	0%	0%
2006 Totals	3	0	1	0	33%	0%
2008 Totals	3	0	0	0	0%	0%
2009 Totals	3	0	0	0	0%	0%
2010 Totals	4	0	0	0	0%	0%

Table 2b) Orthotists – Budgeted and Vacant Position Comparison (2002 – 2010)

Orthotist Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2003 Totals	3	0	1	0	33%	0%
2004 Totals	3	0	1	0	33%	0%
2005 Totals	3	0	1	0	33%	0%
2006 Totals	3	0	2	0	66%	0%
2008 Totals	3	0	0	0	0%	0%
2009 Totals	3	0	0	0	0%	0%
2010 Totals	3	0	2	0	66%	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:

- 2010 (year to date) – 1 Orthotist (moved out of province)
- 2009 – 1 Orthotist
- 2008 – 0
- 2007 – 1 Orthotist; 1 Prosthetist.

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 that have been reported include advertising (including standing ads with provincial and federal government ads, as well as both Canadian and American Boards of Orthotics and Prosthetics) and offering relocation allowances. In addition the employer offers a two year clinical internship to students of these 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 comparisons).*

The MSRC reports the following market conditions for Prosthetists and Orthotists:

- Saskatchewan health regions – Minimum \$33.133/hour, maximum \$40.240/hour, 5 steps. Effective April 1, 2008. The Orthotist and Prosthetist classifications are at the same pay level.
- Alberta health regions – Minimum \$34.35/hour, maximum \$45.72/hour, 9 steps. Effective April 1, 2009.

- British Columbia health regions – Minimum \$27.18/hour, maximum \$33.88/hour, 6 steps. Effective April 1, 2009.

The current HSAS/SAHO collective agreement expired April 1, 2009 and the parties are currently in negotiations.

CONCLUSIONS & 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 significant service delivery issues for the Prosthetist and Orthotist classifications related to recruitment and retention issues.
- The Regina Qu'Appelle Health Region reports 2 vacant full time vacancies for the Orthotist classification.
- Recruiting to vacancies for this classification can be difficult and can take a lot of time.
- The current SAHO/HSAS collective agreement expired April 1, 2009 and the parties have initiated negotiations.

Having reviewed the employer information and considering the labour market criteria defined by the market supplement framework, the Market Supplement Review Committee recommends:

- To renegotiate the current market supplement for the Prosthetist and Orthotist classifications.

APPENDIX A

Market Supplement Consideration Request – Prosthetist and Prosthetist

Respondent

1. Regina Qu'Appelle Health Region