

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Physical Therapist
Second Annual Review
Final Report

October 15, 2004

OBJECTIVE

The objective of the Saskatchewan 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 and/or retention pressures.

OVERVIEW

The Market Supplement Review Committee (MSRC) reviewed updated documentation submitted in the annual review process regarding the market supplement for the Physical Therapist classification. The initial market supplement report was released by the Market Supplement Review Committee August 6, 2002 and implemented on October 16, 2002. The first annual review was conducted by the MSRC in October 2003. The MSRC recommended to maintain the existing market supplement at that time. 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. This is the second annual review for the Physical Therapist classification.

There were ten health regions that reported to this analysis on Physical Therapists. Physical Therapists are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS was invited to submit any relevant information to this review.

Role of a Physical Therapist

Physical Therapists (PT's) work collaboratively to enhance clients/patients abilities within environments and communities in which they live and work. They provide preventative, diagnostic and therapeutic services aimed at maximizing function and helping people achieve their highest quality of life through physical movement. Also, individualized treatment of an injury or disability based on scientific knowledge, a thorough assessment of the condition, environmental factors and lifestyle is provided.

The major areas of client/patient programs that are supported by physical therapists may include neurological, musculo-skeletal and cardio-respiratory. Physical Therapists assess and treat patients in a number of inpatient and outpatient settings. There are both generalist skills required as well as highly specialized skills dependent upon the setting and the patient group.

Qualifications:

Physical Therapists require five years of study for a university degree in Bachelor of Science in Physical Therapy (B.Sc.P.T.): two pre-Physical Therapy years followed by three years in the School of Physical Therapy (University of Saskatchewan).

The University of Saskatchewan graduates thirty Physical Therapists per year and has each year since 1986. However, the demand still exceeds the supply. The University has

considered expanding the program. Other Physical Therapy programs in western Canada are located at the University of Manitoba, the University of Alberta, and the University of British Columbia.

Saskatchewan Health has included Physical Therapy students as eligible for its bursary program.

According to the Saskatchewan College of Physical Therapists (licensing body), there are approximately 579 Physical Therapists registered in Saskatchewan. Approximately 180 Physical Therapists work at 32 private clinics in the province.

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

Table 1- Physical Therapist – Budgeted and vacant positions (August, 2004)

Health Regions	Number of Budgeted Positions (As of August, 2004)		Number of Vacant Positions (As of August, 2004)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Cypress	Senior – 5	Senior – 3	-	-	-	-
*Five Hills	7	-	-	-	-	-
**Heartland	Senior – 3	Senior – 1	-	-	-	-
Kelsey Trail	5	5	-	-	-	-
**Prairie North	8	-	3	-	37.5%	-
**Prince Albert Parkland	11	1	3	1	27.2%	100%
Regina Qu'Appelle	Senior – 21 Staff - 20	Senior – 17 Staff - 7	Senior – 1 Staff – 2	Staff – 1	Senior – 4.7% Staff – 10%	Staff – 14.2%
**Saskatoon	Senior – 15 Research – 1 Staff – 32	Senior – 4 Staff – 34	Staff – 2	Staff – 4	Staff – 6.2%	Staff – 11.7%
Sun Country	Senior – 2 Staff – 5	Senior – 1 Staff – 2	-	-	-	-
Sunrise	Senior – 6 Staff – 4	Senior – 3	-	Senior – 1	-	33%
***TOTAL:	Senior – 52 Research – 1 Staff – 92	Senior – 29 Staff – 49	Senior – 1 Staff – 10	Senior – 1 Staff – 6	Senior – 1.9% Staff – 10.9%	Senior – 3.4% Staff – 12.2%
	Total: 145	Total: 78	Total: 11	Total: 7	Total: 7.5%	Total: 8.9%

*Five Hills is anticipating 2 vacancies in September/04.

**Both Prairie North, Five Hills and Sun Country each have 1 temporary position that is also currently vacant. Heartland has 2 temporary vacancies i.e. Maternity Leaves. Saskatoon has 1 temporary Senior level position that is vacant.

ANALYSIS

The MSRC discussed the Labour Market Criteria as required 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).*

Ten health regions provided information to this review. One region reported no service issues while eight regions reported minor service delivery issues. One region reported moderate service delivery issues. The 2003 MSRC report on Physical Therapists reported four regions that identified significant service delivery issues, one with moderate issues and the remainder either with minor or no service delivery issues.

Despite reductions in vacancies, service delivery issues continue. Two health regions reported that the workload in this area has increased over the past year. Seven health regions reported that waiting lists remain an issue.

Health regions continue to utilize a number of service delivery initiatives in an attempt to improve the overall service. Reported initiatives include using different classifications to help alleviate the workload i.e. Physical Therapist Assistants (six regions), transfer of patients to another facility or region (three regions), referrals to private clinics and/or contract out (five regions), and using partnerships i.e. aboriginal partnership (one region).

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).*

Vacancy rates have decreased to 7.5% since the last review in 2003 for full time positions.

Table 2 – Physical Therapist - Budgeted and vacant position comparisons (2002/2003/2004)

Physical Therapist Classification	Number of Reported Budgeted Positions		Number of Reported Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2002 Totals	164	80	39	9	24%	11%
2003 Totals	158	72	18	2	11.3%	2.7%
2004 Totals	145	78	11	7	7.5%	8.9%

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

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

- 2004 (year to date) – 4
- 2003 – 15

- 2002 – 29
- 2001 – 21

Turnover reported above includes reasons such as moving to other provinces, employed by private clinics, retirements, and others. Discrepancies in data may be as a result of different employers reporting year to year.

Two regions report moderate turnover issues while the other regions report minor or no turnover issues

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).*

Standard recruitment and retention initiatives were reported by regions and include advertising in newspapers and on the internet (six employers), and attendance at career fairs (eight regions).

More significant recruitment and retention initiatives that were reported include

- Offering a higher initial rate of pay than the first step (four regions),
- Reclassifying Staff Physical Therapists to the Senior level (three regions),
- Using recruitment allowance (six regions),
- Paying relocation expenses (six regions),
- Providing training/professional allowances (six regions) and,
- Conducting foreign recruiting (one region).

Health regions report various recruiting times for the Physical Therapist classification i.e. up to one year recruiting time to fill vacancies, depending on the timing of the graduating classes.

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).*

Market conditions in western Canada for Physical Therapists are similar to 2003 conditions. However, Alberta has implemented new rates of pay for this classification in 2004. Physical Therapists employed by Saskatchewan health regions earn \$28.10/hr at the top step.

CONCLUSIONS & RECOMMENDATIONS:

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

- Health regions have reported that service delivery issues have declined since the last MSRC report of October 2003.
- Vacancy rates have declined to 7.5% (full time positions) since the last Physical Therapist report by the Market Supplement Review Committee in October 2003.
- Regions report that the market supplement continues to have a positive impact on recruiting and retention although some service issues remain.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends:

- To maintain the current temporary market supplement for the Physical Therapist classification

APPENDIX A

Market Supplement Consideration Request – Physical Therapists

Employer Respondents

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