

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Public Health Inspector
(Degree, Senior and Supervisor Levels)**

December 17, 2004

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 also 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 Public Health Inspector classification. The first market supplement report was released by the Market Supplement Review Committee December 19, 2002. The first annual review was conducted by the MSRC in December 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 Public Health Inspector classification.

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

Role of a Public Health Inspector level

The Public Health Inspector is a vital member of the public health team and delivery system. The role of the PHI includes preventing disease, promoting health and improving the environment through the use of education, consultation, inspection and monitoring techniques and, if necessary, by the enforcement of health legislation. The scope of interest covers food hygiene, insect and rodent control, communicable disease investigation, public accommodation, community care facilities, public recreational facilities, water supply and waste disposal systems, tobacco control, occupational health and safety and environmental pollution - air, water, soil and noise.

Qualifications:

To work as a Public Health Inspector, certification must be obtained with the Canadian Institute of Public Health Inspectors (CIPHI).

Public Health Inspectors must obtain educational qualifications from one of five Environmental Health programs in Canada. In addition, Public Health Inspectors

must successfully complete a certification process consisting of an examination process with both written and oral components. To be eligible for certification Public Health Inspectors must complete twelve weeks of practicum under the supervision of a certified Public Health Inspector.

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

Table 1- Public Health Inspector - Degree, Senior and Supervisor levels (Budgeted and Vacant Positions)

Health Regions	Number of Budgeted Positions (As of Nov, 2004)		Number of Vacant Positions (As of Nov, 2004)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full- Time	Part-Time
Cypress	Degree: 4 Senior: 1	Degree: 1	Degree: 2	0	Degree - 50%	0
Five Hills	Degree: 3 Senior: 1	0	0	0	0	0
Heartland	Degree: 3 Supervisor: 1	0	Degree - 2	0	66%	0
Kelsey Trail	Degree: 3	0	0	0	0	0
Mamawetin Churchill River	Degree: 4	0	0	0	0	0
Prairie North	Degree: 5	0	0	0	0	0
Prince Albert Parkland	Degree: 4 Supervisor: 1	0	Degree - 1	0	25%	0
Regina Qu'Appelle	Degree: 11 Senior: 1 Supervisor: 1	Degree: 1	0	0	0	0
Saskatoon	Degree: 13 Supervisor: 2	Degree: 1	0	0	0	0
Sun Country	Degree: 3 Supervisor: 1	0	Degree: 1	0	33.3%	0
Sunrise	Degree: 5	Degree: 1	Degree: 1	0	20%	0
TOTAL:	Degree: 58 Senior: 3 Sup'v: 6 TOTAL: 67	Degree: 4 TOTAL: 4	Degree: 7 TOTAL: 7	Degree: 0 TOTAL: 0	Degree: 12.0% TOTAL: 10.4%	0% TOTAL: 0%

*Keewatin Yatthe Health Region did not report to the 2004 market supplement review.

ANALYSIS

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

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).*

Eleven regions responded to this survey: Four regions reported no service delivery issues, four regions report minor service issues (such as some turnover making service delivery difficult, and overtime), two regions report moderate issues (such as some service reduction and backlog) and one region reported significant service delivery issues (such as the quantity and quality of service due to vacancies).

The provision of public health inspections by Saskatchewan health regions is affected by vacancies. The health regions that reported the most service delivery issues currently have vacancies.

Some regions have stated that there has been an increase in workload during the past year. Some examples of increased workload include the Tobacco Control Act, Public Water Standards and the West Nile Virus. Regions have stated that they have reprioritized workload in order to maintain proper service levels. Workload issues are greater in those regions with vacancies due to taking on additional workload.

Mamawetin Churchill River Health Region has again reported service delivery issues that are particular to the north (i.e. extensive northern travel).

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 current vacancy rate for full time Public Health Inspectors (degree level) is 10.4%, which is a decrease of 1.1% from 2003. Currently, there are no vacancies at the Senior or Supervisor level.

The following table provides comparative information from 2002 to the current information of 2004.

Public Health Inspector Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
TOTALS: 2002	56	5	5	1	8.9%	20%
TOTALS: 2003	69	4	8	1	11.5%	25%
TOTALS: 2004	67	4	7	0	10.4%	0%

*Disclaimer: Data reported in Table 1 and above 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 is reported:

- 2004 – 7
- 2003 – 8 (from 2003 MSRC report)
- 2002 – 8 (from 2003 MSRC report)

Turnover reported above includes reasons such as moving to other provinces, other employment, retirements, and others. Discrepancies in data may be as a result of different employers reporting year to year and/or different recording and reporting practices.

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).*

Regions have utilized the following recruitment and retention initiatives: offering higher than the first step of the wage grid to new hires (one region), advertising (eight regions), career fairs (three regions), relocation expenses (four regions), use of summer students (three regions) provincial bursary program (three regions) and training allowances (four regions).

Although there are currently few vacancies reported by Saskatchewan health regions, recruiting to vacancies can be difficult and may take an unexpected length of time (i.e. in some cases up to 2 years).

Mamawetin Churchill River Health Region historically has had difficulty in attracting and retaining Public Health Inspectors to northern locations.

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 for PHI's are similar to those reported in the 2003 MSRC review. However, in Alberta, there has been a contract increase for this classification effective April 2004.

Public Health Inspectors employed by Saskatchewan health regions earn \$29.15/hr at the top step. Currently, SAHO and HSAS are in the process of bargaining a new collective agreement which expired March 31 2004.

Market conditions remain strong for this occupation across Canada. Many employers compete for new graduates from five Canadian educational institutions.

CONCLUSIONS & RECOMMENDATIONS:

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

- Health regions continue to experience some service delivery issues in regions that have vacancies.
- The vacancy rate for full time Public Health Inspectors has decreased by 1.1% for Saskatchewan health regions.
- Recruiting times for PHI's for Saskatchewan health regions can be long.
- Northern health regions have historically had difficulties recruiting and retaining Public Health Inspectors.

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

- To maintain the current market supplement for the Public Health Inspector classification.

APPENDIX A

Market Supplement Consideration Request – Public Health Inspector

Employer Respondents

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