

**MARKET SUPPLEMENT PROGRAM**

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**Report of the Market Supplement Review  
Committee**

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

**January 29, 2009**

## 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 and the second in December 2004. The MSRC recommended maintaining the existing market supplement in those reviews. The annual review in 2005 for this classification resulted in an increase to the market supplement that was implemented in January 2007. The latest annual review was conducted in January 2008. This 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 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).

Role of a Public Health Inspector:

*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 the following five Environmental Health programs in Canada; Ryerson University, British Columbia Institute of Technology, Concordia University College of Alberta, University of Cape Breton, and the First Nations University of 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 and Senior Levels (Budgeted and Vacant Positions)**

Health Regions	Number of Budgeted Positions (As of January, 2009)		Number of Vacant Positions (As of January, 2009)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full- Time	Part- Time
Cypress	5	0	0	0	0	0
Five Hills	4	0	0	0	0	0
Heartland	5	0	1	0	20%	0
Kelsey Trail	4	0	1	0	25%	0
Mamawetin Churchill River	5	0	2	0	40%	0
Prairie North	5	0	0	0	0	0
Prince Albert Parkland	5	0	0	0	0	0
Regina Qu'Appelle	13	1	1	0	7.6%	0
Saskatoon	13	1	1	1	7.6%	100%
Sun Country	4	1	0	1	0	100%
Sunrise	4	0	0	0	0	0
<b>TOTAL:</b>	<b>67</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>8.9%</b>	<b>66%</b>

## 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 participated in this review. There were five regions that reported no service delivery issues and three regions report minor service issues (such as heavy workload). In addition, two regions reported moderate service delivery issues such as expansion of service

and inadequate budgeted resources. One region reports on-going significant service delivery issues that are related to recruitment and retention concerns.

**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).*

Six full time vacancies were reported in this review.

The following table provides comparative information from 2002 to the current information of 2009.

**Table 2 – Public Health Inspector – Budgeted and Vacant Position Comparisons (2002/2003/2004/2005/2008/2009)**

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
<b>TOTALS: 2002</b>	56	5	5	1	8.9%	20%
<b>TOTALS: 2003</b>	69	4	8	1	11.5%	25%
<b>TOTALS: 2004</b>	67	4	7	0	10.4%	0%
<b>TOTALS: 2005</b>	67	2	11	1	16.4%	50%
<b>TOTALS: 2008</b>	65	4	1	1	1.5%	25%
<b>TOTALS: 2009</b>	67	3	6	2	8.9%	66%

\*Disclaimer: Data reported in Table 1 and above may include different employers reporting year to year. Also some of the above data reported from previous years has included positions of the Public Health Supervisor classification whereas 2009 data does not.

**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:

- 2008 – 10 (3 other employment, 2 death, 3 personal reasons, 1 performance related, 1 retirement).
- 2007 – 2 (1 changed careers, 1 unknown).
- 2006 – 8 (1 terminated for cause, 7 unknown).
- 2005 – 6 (1 returned home to another province, 1 failed probation, 1 resignation (no reason given), 2 moved to other provinces (wage related), 1 unknown).

**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 typically reported either no recruitment efforts or minor recruitment or retention efforts for Public Health Inspectors. Regions that are actively recruiting Public Health Inspectors report regular efforts such as internal posting and external advertising. One region reported moderate efforts including offering higher starting rate of pay, relocation expenses, and student practicums. The lone northern region again reported extensive recruitment and retention efforts for this classification.

Although turnover in the past year has been higher than normal, most regions report recruiting successes to vacancies.

As reported in the January 2008, market supplement review for Public Health Inspectors, Saskatchewan health regions increased the market supplement rate of pay by 6.59% in January 2007 as a result of the market supplement adjudication process outlined in the SAHO/HSAS Letters of Understanding 13 and 14.

**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 Public Health Inspectors:

- Saskatchewan health regions – Minimum \$30.13/hour, maximum \$36.763/hour, 5 steps. Effective April 1, 2008.
- Alberta health regions – Minimum \$29.83/hour, maximum \$39.69/hour, 9 steps. Effective April 1, 2008.
- British Columbia health regions – Minimum \$26.39/hour, maximum \$32.89/hour, 6 steps. Effective April 1 2008.
- Manitoba health regions – Minimum \$22.876/hour, maximum \$30.542/hour, 9 steps. Effective April 1, 2008.

## **CONCLUSIONS & RECOMMENDATIONS:**

Considering the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions:

- Most health regions are experiencing either no service delivery issues or minor service delivery issues attributed to recruitment and retention concerns.
- Health regions reported six full time Public Health Inspector vacancies at the time of this review.
- Most health regions reported minimal recruitment and retention efforts for the Public Health Inspector classification and are typically able to hire into vacancies.

Having reviewed the information as provided by employers and considering the labour market criteria, the Market Supplement Review Committee recommends maintaining the current market supplement.

## **APPENDIX A**

### **Market Supplement Consideration Request – Public Health Inspector**

#### **Respondents**

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