

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Respiratory Therapist

November 12, 2014

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 Respiratory Therapist classification. The initial market supplement report was released by the Market Supplement Review Committee August 6, 2002 and implemented on October 16, 2002. This latest report is to be considered as part of the on-going review of the market supplement process for this classification.

There were six health regions that reported to this review on Respiratory Therapists. Respiratory Therapists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Respiratory Therapist:

Respiratory Therapists are an essential part of the health care team providing such services as cardiopulmonary resuscitation ventilator management, oxygen and aerosol therapy, patient assessment and evaluation, and diagnostic services including pulmonary function testing and blood analysis.

Qualifications:

Respiratory Therapists must be a graduate of a Respiratory Therapy training program approved by the Canadian Society of Respiratory Therapists (C.S.R.T.) and, successful completion of an exam approved by the Canadian Society of Respiratory Therapists. Membership in the C.S.R.T. and the Saskatchewan Association of Respiratory Therapists (S.A.R.T.) is mandatory.

In Canada there are 18 accredited respiratory therapist schools that train respiratory therapists. In western Canada, there are four schools as follows: Northern Alberta Institute of Technology, Southern Alberta Institute of Technology, Thomson Rivers University (formerly University College of the Cariboo), and the University of Manitoba – School of Medical Rehabilitation. Respiratory Therapists may require up to six months of orientation and training.

Saskatchewan Health provides bursary assistance to Saskatchewan respiratory therapist students.

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

Table 1 – Respiratory Therapist – Budgeted and Vacant Positions (November 2014)

Health Regions	Number of Budgeted Positions (As of November 2014)		Number of Vacant Positions (As of November 2014)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Five Hills	3	0	0	0	0	0
Prairie North	4	0	0	0	0	0
Prince Albert Parkland	4	0	0	0	0	0
Regina Qu'Appelle	60	0	2	0	3.3%	0
Saskatoon	54	7	5	1	9.2%	14.3%
Sunrise	2	1	0	0	0	0
TOTAL:	127	8	7	1	5.5%	12.5%

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).*

There were six health regions that reported to the market supplement review.

Three regions reported no service delivery issues; one reported minor issues; and one reported moderate issues. While several regions reported no service delivery issues, they did report incurring overtime costs. One region reported vacancies over the past year due to turnover of staff. Other regions reported hiring from out-of-province.

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).*

Health regions have reported a total of seven full-time vacancies and one part-time vacancy in the province.

Table 2 – Respiratory Therapist - Budgeted and Vacant Position Comparisons (2002 - 2014)

Respiratory Therapist Classification	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
2002 Totals	60	7	16	3	27%	43%
2003 Totals	73	6	4	0	5.4%	0%
2004 Totals	72	6	3	1	4.1%	16.6%
2005 Totals	74	4	4	1	5.4%	25%
2006 Totals	76	4	9	0	11.8%	0%
2009 Totals	94	3	5	1	5.3%	33.3%
2010 Totals	101	0	4	0	3.9%	0%
2011 Totals	105	2	3	1	2.8%	50%
2012 Totals	104	6	8	2	7.6%	33.3%
2014 Totals	127	8	7	1	5.5%	12.5%

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

There was no MSRC report in 2013 as the MSRC recommendation in 2012 was referred to adjudication and subsequently again later that year before a final award with a new market supplement rate of pay was ultimately determined in November 2013.

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 report and track turnover, the following data is reported:

- Last 12 months = 14 (other employment; better wages; family/domestic reasons; other changes; change of occupation; retirement)
- Previous 12 months = 5 (better wages; change of occupation; family/domestic reasons)

Discrepancies in turnover data from previous reports may be as a result of a different number of employers reporting year to year.

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).*

The following recruitment and retention initiatives were reported by the health regions:

- Increasing the number of FTE budget resources and temporary full-time staff.
- Partnering and liaising with colleges and universities to provide student clinical placements/practicums.
- Recruitment and relocation allowances.
- Advertising.

As reported in previous market supplement reports, Regina Qu'Appelle and Saskatoon Health Region continue to work with Ministry of Health and Alberta Learning in the delivery of a

Respiratory Therapist training program. The program purchases seats at the Southern Alberta Institute of Technology (SAIT) in Calgary for Saskatchewan residents and allows them to perform their clinical training in Saskatchewan.

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 Respiratory Therapists (Diploma):

- Saskatchewan health regions – minimum \$30.331/hour, maximum \$36.987/hour. Effective May 27, 2012.
- Alberta health regions – minimum \$35.640/hour, maximum \$45.800/hour. Effective April 1, 2014.
- British Columbia health regions – minimum \$26.960/hour, maximum \$33.650/hour. Effective April 1, 2014.
- Manitoba health regions – minimum \$27.743/hour, maximum \$33.124/hour. Effective April 1, 2012.

CONCLUSIONS & RECOMMENDATIONS:

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

- Most health regions report either no service delivery issues, or minor to moderate issues.
- Health regions report a total of seven full-time vacancies.
- Turnover reported by health regions in 2014 has been higher than in previous years.

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 for the Respiratory Therapist classification.

APPENDIX A

Market Supplement Consideration Request – Respiratory Therapists

Respondents

1. Five Hills Health Region
2. Prairie North Health Region
3. Prince Albert Parkland Health Region
4. Regina Qu'Appelle Health Region
5. Saskatoon Health Region
6. Sunrise Health Region