

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Perfusionist

Second Annual Review

Final Report

October 15, 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 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 Perfusionist classification. Perfusionists received a market supplement as part of the SAHO/HSAS bargaining process in the fall of 2002. In October 2003, the MSRC recommended to maintain the existing market supplement as part of its annual review. 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 HSAS Letters of Understanding. This is the second annual review for the Perfusionist classification.

There are two health regions that employ Perfusionists. Perfusionists are members of the Health Sciences Association of Saskatchewan (HSAS). HSAS was invited to submit any relevant information to this review.

Role of a Perfusionist.

Perfusionists work under the direction of the Cardiovascular Surgeon, and typically set up, operate and maintain the heart lung machine and related equipment. Perfusionists are essential members of the operating team. Perfusionists also participate in research projects as initiated by the Cardiovascular Department.

Qualifications:

Perfusionists must be certified by the Canadian Council of Cardiovascular Perfusionists. There are two clinical perfusion training programs in Canada i.e. The University College of the Cariboo (Kamloops, British Columbia), and the Michener Institute (Toronto, Ontario), Candidates to the program must have a two year medical diploma, plus an additional two years of clinical experience.

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

Perfusionists – Budgeted and vacant positions (August 2004)

Health Regions	Number of Budgeted Positions (As of August, 2004)		Number of Vacant Budgeted Positions (As of August, 2004)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Regina Qu'Appelle	4	-	-	-	-	-
*Saskatoon	4	-	-	-	-	-
TOTAL	8	0	0	0	0%	0%

*Saskatoon – Includes 1 temporary Senior level position on a trial basis.

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).*

For the second consecutive year, both regions reporting to this analysis have stated that they have no service delivery issues.

Both regions report a substantial amount of overtime for Perfusionists. Perfusionists must be available on an “on-call” basis for cardiac and pediatric surgeries. This is a regular requirement for this position due to the nature of the work. Perfusionists must be available in order for these surgeries to be completed and unless they are present, surgery cannot occur.

In past years, regions have hired locum Perfusionists from across Canada to assist with the delivery of service. Both Regina Qu'Appelle and Saskatoon continue this practice.

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).*

Currently, there are no vacancies for Perfusionists. One region reports that other employers from out of province are constantly trying to hire their Perfusionists.

Table 2 – Perfusionists – Budgeted and vacant position comparison (2002/2003/2004)

Perfusionists	Number of Budgeted Positions		Number of Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2003 Totals	8	-	-	-	0%	0%
2004 Totals	8	-	-	-	0%	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.)*

Of the regions that report and track turnover, the following data is reported:

- 2004 (year to date) – 0
- 2003 – 0
- 2002 – 1
- 2001 – 0

Turnover reported above includes reasons such as retirements, spousal transfer, wages, private clinics and other reasons.

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 implemented include:

- Advertising (i.e. internet, trade journals, mail outs),
- Attendance at career fairs.

One region has utilized a new classification on a trial basis as a recruitment and retention initiative (i.e. Senior Perfusionist).

The overall recruitment and retention situation has not changed significantly since the last review in 2003. Regions are still concerned with the risk of losing employees. Perfusionists continue to be in great demand across North America while the supply is very limited.

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 Perfusionists are similar to 2003 conditions. However, Alberta has implemented new rates of pay for this classification in 2004. Saskatchewan health regions currently pay Perfusionists \$32.80/hour at the top step.

CONCLUSIONS & RECOMMENDATIONS:

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

- Saskatchewan health regions reported that service delivery is currently stable.
- At present, there are no reported vacancies.
- There is a limited supply and a strong demand for Perfusionists in North America. There are only two schools in Canada that graduate candidates to this profession.

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

- To maintain the current market supplement for the Perfusionist classification.

APPENDIX A

Market Supplement Consideration Request – Perfusionist

Employer Respondents

1. Regina Qu'Appelle Health Region
2. Saskatoon Health Region