

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Perfusionist

October 16, 2006

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. The first annual review was conducted by the MSRC in October 2003. In October 2004, 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 third 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:

Table 1 – Perfusionists – Budgeted and vacant positions (August 2005)

Health Regions	Number of Budgeted Positions (As of August, 2005)		Number of Vacant Budgeted Positions (As of August, 2005)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Regina Qu'Appelle	4	0	0	0	0	0
Saskatoon	4	0	0	0	0	0
TOTAL	8	0	0	0	0%	0%

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).*

Health regions report minor service delivery issues.

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. A substantial amount of overtime for Perfusionists was reported.

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).*

There were no vacancies reported by health regions. Vacancy rates have remained consistently low since 2003.

Table 2 – Perfusionists – Budgeted and vacant position comparison (2003 – 2005)

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	0	0%	0%
2004 Totals	8	0	0	0	0%	0%
2005 Totals	8	0	0	0	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:

- 2005 (year to date) – 1 (employee left to work for a supply company)
- 2204 – 0
- 2003 – 0

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 in the past include:

- Increasing the FTE budget,
- Retention allowance,
- Relocation allowance, and
- A Perfusionist educational fund.

Health regions are concerned with the risk of losing Perfusionists and are continually in a recruiting mode. Perfusionists continue to be in great demand across North America while the supply is 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).*

The MSRC reports the following market conditions for Perfusionists:

- Saskatchewan health regions – Minimum \$26.548/hour, maximum \$32.30/hour (current market supplement rate), 6 steps.
- Alberta health regions – Minimum \$32.30/hour, maximum \$41.65/hour, 9 steps. Effective April 1, 2005.
- British Columbia health regions – Minimum \$36.67/hour, maximum \$38.72/hour, 6 steps. Effective 1, 2004 – March 31, 2006 (no wage increase during the course of this agreement).
- Manitoba health regions – Minimum \$30.461/hour, maximum \$35.14/hour, 8 steps. Effective April 1, 2005.

SAHO and HSAS have tentatively agreed to a new collective agreement that stipulates an economic increase on top of the current market supplement pay rate. This economic increase would place the Perfusionists pay rate at \$27.544/hour (minimum) and \$33.51/hour (maximum) effective April, 2005.

CONCLUSIONS & RECOMMENDATIONS:

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

- Although service delivery issues are minor, health regions are constantly aware of the need to retain Perfusionists.
- At present, there are no reported vacancies.

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. SAHO and HSAS have tentatively agreed to a new collective agreement that stipulates an economic increase to the current market supplement pay rates.

APPENDIX A

Market Supplement Consideration Request – Perfusionist

Respondents

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