

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Perfusionist

October 22, 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 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 Perfusionist classification has had annual reviews in 2003, 2004, 2005, 2006, 2007 and now 2008. The decision each time was to maintain the existing market supplement. 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.

There are two health regions that employ Perfusionists. Perfusionists are members of the Health Sciences Association of Saskatchewan (HSAS).

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. Thompson Rivers University (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 (September 2009)

Health Regions	Number of Budgeted Positions (As of September, 2009)		Number of Vacant Budgeted Positions (As of September, 2009)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Regina Qu'Appelle	4	0	0	0	0	0
Saskatoon	4	1	0	1	0	1
TOTAL	8	1	0	1	0%	100%

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)*

Moderate service delivery issues were reported by the health regions that employ Perfusionists. One region in particular reported issues since they are currently experiencing difficulty in recruiting for a part time position.

As reported in previous reviews, Perfusionists must be available on an “on-call” basis for cardiac and pediatric surgeries. This is a standard 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.

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).*

One part time vacancy was reported by health regions in this review. This part time position was recently created by the Saskatoon Health Region.

Table 2 – Perfusionists – Budgeted and Vacant Position Comparison (2003 – 2009)

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%
2006 Totals	8	0	0	0	0%	0%
2007 Totals	8	0	0	0	0%	0%
2008 Totals	8	0	0	0	0%	0%
2009 Totals	8	1	0	1	0%	100%

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:

- 2009 (year to date) – 0
- 2008 – 0
- 2007 – 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).*

One health region has reported significant recruitment activity for this classification in an attempt to fill a part time position. The other region reports minimal recruitment and retention activity.

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).*

Employers report that other western Canadian jurisdictions pay more for Perfusionists.

CONCLUSIONS & RECOMMENDATIONS:

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

- There were moderate service delivery issues reported by one health region and minimal issues reported by the other health region due to recruitment and retention issues.
- There was one reported part time Perfusionist vacancy.
- One region reported significant recruitment initiatives for a part time position.

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

Respondents

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