

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

**Physical Therapist
(Degree and Senior Levels)**

November 12, 2015

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 Physical Therapist classification. The initial market supplement report was released by the Market Supplement Review Committee on August 6, 2002 and implemented on October 16, 2002. The market supplement rate of pay for Physical Therapists was increased in February 2006, September 2010 and November 2013. This latest report is to be considered as part of the on-going review of the market supplement process for this classification.

There were 12 health regions that reported to this analysis of Physical Therapists. Physical Therapists are members of the Health Sciences Association of Saskatchewan (HSAS).

Role of a Physical Therapist:

Physical Therapists (PT's) work collaboratively to enhance clients/patients abilities within environments and communities in which they live and work. They provide preventative, diagnostic and therapeutic services aimed at maximizing function and helping people achieve their highest quality of life through physical movement. Also, individualized treatment of an injury or disability based on scientific knowledge, a thorough assessment of the condition, environmental factors and lifestyle is provided. The major areas of client/patient programs that are supported by physical therapists may include neurological, musculo-skeletal and cardio-respiratory. Physical Therapists assess and treat patients in a number of inpatient and outpatient settings. There are both generalist skills required as well as highly specialized skills dependent upon the setting and the patient group.

Qualifications:

The Physical Therapist Program at the University of Saskatchewan is a Masters level program. The University of Saskatchewan graduate approximately 40 Physical Therapists per year. Other Physical Therapy programs in western Canada are located at the University of Manitoba, the University of Alberta, and the University of British Columbia.

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

Table 1- Physical Therapist – Budgeted and Vacant Positions (November, 2015)

Health Regions	Number of Budgeted Positions (As of November 2015)		Number of Vacant Positions (As of November 2015)		% Vacancy	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Cypress	7	1	0	0	0	0
Five Hills	7	2	0	0	0	0
Heartland	3	1	0	0	0	0
Keewatin Yatthé	3	0	1	0	33%	0
Kelsey Trail	8	4	0	0	0	0
Mamawetan Churchill River	2	0	0	0	0	0
Prairie North	15	4	0	0	0	0
Prince Albert Parkland	12	4	2	0	16.6%	0
Regina Qu'Appelle	56	27	5	0	8.9%	0
Saskatoon	82	44	2	0	2.4%	0
Sunrise	13	0	3	0	23%	0
Sun Country	8	1	2	0	25%	0
TOTAL:	216	88	15	0	6.9%	0%

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).

Twelve health regions participated in this review. Four regions reported no service deliver issues related to recruitment and retention, four reported minor issues, three reported moderate issues and one reported significant issues.

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).

Participating regions reported a total of 15 vacancies for an overall rate of 6.9%.

Health regions have reported typical recruiting times ranging from one month to one year. Many rural health regions state that recruiting to vacancies in rural Saskatchewan can be a challenge and that competition is considered to be the larger health regions i.e. Saskatoon Health Region and Regina Qu'Appelle Health Region.

Vacancies for this classification are very much dependent on a hiring cycle that involves new graduates from the University of Saskatchewan. Generally new graduates have completed their studies and available to the market in late fall of each year.

Temporary vacancies can be difficult to fill, especially for rural employers.

Table 2 – Physical Therapist - Budgeted and Vacant Position Comparisons (2002 to 2015)

Physical Therapist Classification	Number of Reported Budgeted Positions		Number of Reported Vacant Budgeted Positions		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
2002 Totals	164	80	39	9	24%	11%
2003 Totals	158	72	18	2	11.3%	2.7%
2004 Totals	145	78	11	7	7.5%	8.9%
2007 Totals	152	73	8	5	5.2%	6.8%
2008 Totals	152	68	13	3	8.5%	4.4%
2009 Totals	159	91	15	10	9.4%	10.9%
2011 Totals	192	95	15	6	7.8%	6.3%
2012 Totals	193	80	25	2	12.9%	2.5%
2014 Totals	219	81	12	5	5.4%	6.1%
2015 Totals	216	88	15	0	6.9%	0%

*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 track and report turnover, the following data is reported from this review:

- Last 12 months – 18 (other employment – 7; domestic/family – 6; retirement – 3; other reasons – 2)
- Previous 12 months – 21 (other reasons – 8; other employment – 7; retirement – 3; change of occupation)

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).

Health regions reported mostly minor or moderate recruitment efforts for the Physical Therapist classification. Some of the typical recruiting and retention efforts include advertising; attending

career fairs; relocation allowances; offering practicums and bursaries to students; and training and educational opportunities for existing employees.

Health regions have reported that successful hiring of new graduates is largely dependent upon the timing of the new graduating classes each year. For instance, summer months typically see a larger number of vacancies than other times of the year.

Some rural regions have noted it is difficult to compete with the larger, urban regions when recruiting due to the attractions of a larger centre rather than pay rates. This years review revealed little mention of private clinics as significant competitors.

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 Physical Therapists:

- Saskatchewan health regions – minimum \$34.414/hour, maximum \$42.187/hour, 5 steps. Effective April 1, 2015.
- Alberta health regions – minimum \$36.57/hour, maximum \$48.68/hour, 9 steps. Effective April 1, 2015.
- British Columbia health regions – minimum \$31.12/hour, maximum \$38.80/hour, 6 steps. Effective April 1, 2015.
- Manitoba health regions – minimum \$29.833/hour, maximum \$34.581/hour. Effective April 1, 2013.

CONCLUSIONS & RECOMMENDATIONS:

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

- Most health regions participating in the review reported either no service delivery issues related to recruitment and retention or minor service delivery issues.
- A total of 15 permanent full-time vacancies were reported.
- Health regions report minimal recruitment and retention issues from this annual review.

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 – Physical Therapists

Employer Respondents

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