

MARKET SUPPLEMENT PROGRAM

**Report of the Market Supplement Review
Committee**

Exercise/Conditioning Therapist

May 23, 2016

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 documentation submitted in the review process regarding the market supplement for the Exercise/Conditioning Therapist classification. Currently this classification does not have a market supplement. Exercise/Conditioning Therapists are members of the Health Sciences Association of Saskatchewan (HSAS). This market supplement review was requested by HSAS. The terms and conditions of the Market Supplement Program are provided in Letters of Understanding between the Saskatchewan Association of Health Organizations (SAHO) and HSAS.

There were eight health regions that participated in this review.

Role of an Exercise/Conditioning Therapist:

Exercise/Conditioning Therapists plan and organize a designated caseload within the standards established by the program or service area. As a member of the interdisciplinary team, they assess, treat and evaluate clients based on professional and clinical practice. Exercise/Conditioning Therapists attend clinic rounds, client conferences and team meeting. They identify the need for, and assist in the development and revision of, client/family education materials. Exercise/Conditioning therapists maintain accurate and timely client records; and maintain accurate statistical and filling information. They participate in continuous quality improvement service team activities, as well as other committees as assigned.

Qualifications:

Exercise/Conditioning Therapists require a Baccalaureate degree in Kinesiology from a recognized university. They must have obtained a Certified Exercise Physiologist Certificate (CEP) recognized by the Canadian Society of Exercise Physiology. Eighteen months of recognized experience in fitness testing; exercise prescription; and conditioning program experience with special populations is required.

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

Table 1 – Exercise/Conditioning Therapist – Budgeted and Vacant Positions (April, 2016)

Health Regions	Number of Budgeted Positions (As of April, 2016)		Number of Vacant Budgeted Positions (As of April, 2016)		% Vacancy	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Heartland	0	2	0	0	0	0
Kelsey Trail	1	1	0	0	0	0
Prairie North	0	3	0	0	0	0
Prince Albert Parkland	2	2	0	0	0	0
Regina Qu'Appelle	3	4	0	0	0	0
Saskatoon	5	20	0	1	0	5%
Sun Country	0	2	0	0	0	0
Sunrise	1	0	0	0	0	0
TOTAL	12	34	0	1	0	2.9%

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).*

Of the eight participating employers, seven reported experiencing no service delivery issues pertaining to recruitment and retention. One employer reported minor issues related to a vacancy.

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 report low vacancy numbers for this classification. There were no permanent full-time vacancies reported; and only one part-time vacancy was identified.

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 for the Exercise Therapist classification, the following data is reported:

- Last 12 months – 2 (family/domestic reasons)
- Previous 12 months – 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).*

Employers report that because of low turnover and the ease of filling those vacancies there is little recruiting effort necessary for this classification.

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 Exercise/Conditioning Therapist :

- Saskatchewan health regions – minimum \$35.164/hour, maximum \$42.999/hour; 9 steps. Effective April 1, 2015.
- Alberta health regions – minimum \$36.57/hour, maximum \$46.68/hour; 9 steps. Effective April 1, 2015.
- British Columbia health regions – minimum \$29.28/hour, maximum \$36.52/hour; 6 steps. Effective April 1, 2015.
- Manitoba health regions – minimum \$29.833/hour, maximum \$34.581/hour; 6 steps. Effective April 1, 2013.

The SAHO/HSAS collective agreement will expire on March 31, 2018.

CONCLUSIONS & RECOMMENDATIONS:

Considering all the labour market criteria within the Market Supplement Program Letters of Understanding, the Market Supplement Review Committee makes the following conclusions for the Exercise/Conditioning Therapist classification:

- Seven out of eight participating employers reported no service delivery issues related to recruitment and retention.
- One part-time vacancy was reported for this classification.
- No recruiting and retention issues were reported from this review.

Having reviewed the information as provided by employers, and considering the labour market criteria, the Market Supplement Review Committee recommends not to implement a market supplement at this time for the Exercise/Conditioning Therapist classification.

APPENDIX A

Market Supplement Consideration Request – Exercise/Conditioning Therapist

Employer Respondents

1. Heartland
2. Kelsey Trail
3. Prairie North
4. Prince Albert Parkland
5. Regina Qu'Appelle
6. Saskatoon
7. Sun Country
8. Sunrise